

fluence

April 21

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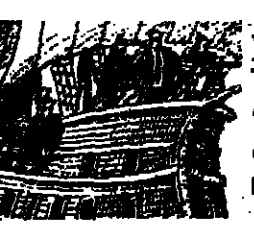
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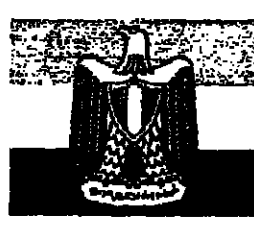
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European parliament
Strasbourg joins
the awkward squad
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Business in Portugal
Salazar era cars
are welcomed home
Page 5



Egyptian reforms
Mubarak refuses
to be rushed
Survey, Section B



IN TOMORROW'S
Weekend FT
An old Boer clan faces
the new South Africa

FINANCIAL TIMES

Europe's Business Newspaper

FRIDAY, APRIL 22, 1994

D8523A

Decline in costs helps IBM to a first-quarter profit

International Business Machines reported higher than expected first quarter earnings on slightly increased revenues as costs declined faster than anticipated.

First quarter net earnings were \$382m, or 64 cents per share, compared with a net loss of \$389m, or 70 cents, in the first quarter of 1993. Revenues rose 2 per cent to \$13.4bn. Page 17

Travelers, diversified US financial services group, reported operating income of \$342.6m in the first quarter. This was broadly in line with earnings in the previous three months from comparable operations. Page 19

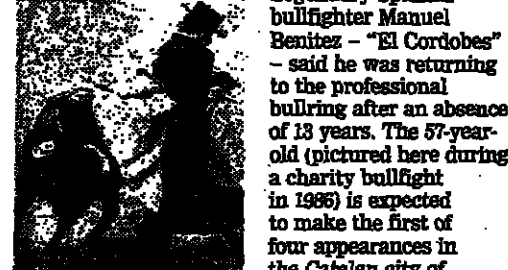
Sears, Roebuck suffered a first-quarter loss of \$97.7m or 27 cents per share after claims related to California's earthquake shook the company's insurance unit. Page 20

Malayan United Industries, Malaysian conglomerate headed by Khoo Kay Peng, said it had paid M\$361m (US\$134.3m) for Rupert Murdoch's remaining 15.1 per cent stake in the South China Morning Post group. Page 21

Move on Hong Kong lands Britain and China have acted to cool Hong Kong's overheated property market by increasing the allocation of land for residential and commercial development. Page 5; Patten pressed on human rights, Page 5

UK economy buoyant Strong growth in UK retail sales was seen as further evidence of a buoyant economic recovery, diminishing hopes of an early base rate cut. Page 9; Lex, Page 16

Comeback for legendary bullfighter



Legendary Spanish bullfighter Manuel Benítez - "El Cordobés" - said he was returning to the professional bullring after an absence of 13 years. The 57-year-old (pictured here during a charity bullfight in 1989) is expected to make the first of four appearances in the Catalan city of Tarragona on May 21. He told a news conference his fee would be Ptas40m (\$2.8m).

Japanese deal on policy Japan's fractious coalition parties last night reached a compromise over a joint policy platform aimed at preventing a breakdown of the government and opening the way for them to nominate foreign minister. Taro Aso as prime minister. Page 16; Minister rejects IMF's gloomy forecast, Page 8; Benites to press Japan to boost its economy, Page 8

Murder conviction quashed Paul Hill, one of four people wrongfully convicted in the UK of pub bombings in 1974, won his appeal against conviction for the murder of a former soldier in Northern Ireland, also in 1974.

O&Y row The creditors which control Olympia & York Developments have accused the failed Canadian developer's surviving US arm of concealing crucial data on its restructuring. Page 17

French bank chief optimistic France has entered a period of non-inflationary growth based on economic fundamentals, Jean-Claude Trichet, governor of the Bank of France, said. Page 2

Major acts on D-day row UK prime minister John Major moved to defuse the row over this summer's D-day anniversary by bowing to the demands of veterans for a bigger say in the events marking the 1944 Normandy landings. Page 10

Pledge on female mutilation In an unusual broadening of their role into social and cultural issues, the World Bank and International Monetary Fund have won a commitment from the government of Burkina Faso to take steps to combat female genital mutilation. Page 6

Texas Instruments, US semiconductor and electronics manufacturer, reported its best ever quarterly results while announcing a restructuring of its European operations and the sale of some of its software product lines that will eliminate about 1,000 jobs. Page 17; UK closure, Page 10

Water boost for Mexico The US Export-Import Bank and Mexico's national development bank have announced a programme to finance up to \$500m (\$338m) for waste water treatment in Mexico over the next five years. Page 7

Etams The UK company's battle to defend margins in the face of heavy discounting last year from rival fashion retailers helped to boost annual pre-tax profits by 28 per cent to £14m. Page 26

STOCK MARKET INDICES			
FT-SE 100	3,101.2	(+2.9)	
Yield	3.90		
FT-SE Euroshare 100	1,038.73	(+0.1)	
FT-SE-AF Share	1,571.02	(+0.1%)	
Midcap	19,789.36	(+2.82)	
New York Composite	3,515.07	(+16.35)	
Dow Jones Ind Ave	3,515.07	(+16.35)	
S&P Composite	445.50	(+3.54)	
US LUNCHTIME RATES			
Federal Funds	3 1/4		
3-mo Treasury Bill	3.818%		
Long Bond	8 1/2		
Yield	7.26%		
LONDON MONEY			
3-mo Interbank	5 1/4	(5.24)	
Libor 90 day	5 1/4	(5.24)	
Libor 180 day	5 1/4	(5.24)	
NORTH SEA OIL (Argus)			
Brent 15-day (Jan)	\$15.12	(14.85)	
Oil			
New York Crude (Jun)	\$37.47	(37.9)	
London	\$37.20	(37.1)	
Tokyo Crude (Jun)	\$37.20	(37.1)	

Strasbourg to proceed with EU enlargement vote

By David Gardner in Strasbourg

European parliament leaders yesterday decided to go ahead with ratification of EU entry terms for Sweden, Austria, Finland and Norway on May 4, raising hopes that the four newcomers can join the Union next January.

The leaders' decision, which had been in doubt this week, came after the parliament made

headway in its demands for equal status with the European Commission, ahead of the EU constitutional review in 1998.

Leaders of the multinational political groups at the Strasbourg assembly yesterday felt confident they could muster the overall majority of 260 out of 518 MEPs to get the vote through in two weeks' time.

Intensive lobbying by Scandinavian and Austrian government

and party leaders, and by the European Commission and Council of Ministers of the 12 current EU members, has mollified many Euro-MPs angry at last month's compromise deal on EU voting rights between the UK and its European partners.

As the price of its decision to keep enlargement on the January 1 fast-track, the parliament has demanded equal status with the Commission in the 1996

constitutional review, when national voting weights in the Council of Ministers will be reviewed.

In another show of muscle-flexing, MEPs are also demanding the right to hold US Senate-style confirmation hearings to vet the member states' nominees to the new Commission, due to take office in January.

Parliament must be consulted on a successor to Commission

president Jacques Delors, expected to be named at the EU summit in Corfu on June 24-25.

But it can only approve or reject the president and his fellow commissioners in their entirety.

Senior parliament officials say that, just as the threat to delay enlargement was used to prevent the UK getting its way on voting rights, Strasbourg will not put approval of the new Commission

on the agenda unless its members appear individually before the parliament's committees.

Despite the parliament's attempts to expand its influence, the Euro-assembly on Wednesday night botched its first attempt to veto a measure by the Council of Ministers, under the new powers

Continued on Page 16
Power to the poor relation, Page 14

Ford's US and Europe operations to be unified

Tougher competition spurs worldwide restructuring

By Kevin Done and John Griffiths in London

Ford of the US, the world's second largest vehicle maker, unveiled plans yesterday for a sweeping restructuring of its global organisation.

It is planning to merge its European and North American automotive operations and its automotive components group into a single operating unit, Ford Automotive Operations.

In a radical attempt to break down traditional national and regional barriers, it is setting up five vehicle programme centres (VPCs) - one in Europe and four in the US - in an attempt to regain a competitive edge over its rivals. Each will have worldwide responsibility for the design, development and engineering of particular vehicle ranges - in the case of Europe for small and medium-sized front wheel drive cars.

Mr Alex Trotman, chairman and chief executive, said Ford would move to a single set of worldwide processes and systems in its product development, manufacturing, purchasing and sales and marketing activities.

According to Robert Tranzon, who is to become group vice-president for manufacturing, part of the reason for the restructuring, the most radical in Ford's 91-year history, was that "GM was outperforming Ford in Europe. Chrysler was outper-

forming us in North America - that's simply unacceptable."

Mr Trotman said the simplification of engineering, purchasing, and technical and other processes would "substantially reduce the cost of operating the automotive business", and could lead to cost savings of at least \$2bn-\$3bn a year by the end of the decade.

Ford is seeking to eliminate the costly duplication of effort and the waste of resources that have allowed it in the past to develop similar cars, engines and transmissions in parallel in North America and in Europe. It is seeking to capture the economies of scale enjoyed by powerful rivals such as Toyota, the Japanese carmaker, which essentially design and engineer a car such as the Toyota Corolla once for the world market.

Mr Trotman said that for the time being Ford's Asia Pacific and Latin American operations would remain separate.

The single Ford Automotive Operations unit is to become

Continued on Page 16



British soldiers prepare to leave Sarajevo airport yesterday as part of a United Nations convoy going to the eastern Bosnian enclave of Gorazde. The US meanwhile proclaimed its "strategic interest" in preventing the war from spreading. Report, Page 16

Fraud probe into collapsed property group Deutsche Bank opens inquiry

Investigators raid Schneider offices

By Christopher Parkes in Frankfurt

Criminal investigators launched raids across Germany yesterday in a hunt for evidence to support suspicions of fraud after last week's collapse of Mr Jürgen Schneider's private property empire.

The search covered Schneider group offices in Frankfurt, Munich and Königstein, and the homes and other properties of family members and their tax advisers, officials said.

Meanwhile, a private inquiry has been opened at Deutsche Bank, which is owed DM1.2bn (\$700m) by the Schneider group, and which has become the centre of a storm of political and popular outrage over the affair.

According to Mr Hilmar Kopper, the bank's chairman, any

"mistakes" uncovered by independent auditors - who are due to report to him in three weeks - would lead to "consequences" for those responsible, including main board members.

Mr Kopper, who is expected to face the press at a briefing next Monday, admitted there may have been "mistakes" after reports that Deutsche Bank had advanced excessive credits on properties which contained less lettable space than Mr Schneider claimed.

These revelations led to speculation that employees at Deutsche and other creditor banks may have been involved in the suspected fraud. The Hesse prosecutors' office said "in clarification" yesterday it was not investigating any bank employees.

This followed a statement from the office's spokesman on Wednesday that such a probe could not be ruled out.

The property group's bankruptcy with debts of more than DM5bn has stirred up further

popular antagonism against a banking community already under fire for allegedly failing to pass on lower interest rates to customers and being reluctant to invest in east German industry.

Deutsche Bank has also been heavily criticised for its part in the recent near-collapse of the Metallgesellschaft group, prevented only by a DM3.4bn rescue package.

The Schneider affair, in which

Continued on Page 16

£1.8bn Lloyds bid for sixth largest UK building society

By John Gapper and Alison Smith in London

Lloyds Bank yesterday made a £1.8bn (\$2.62bn) cash bid for Cheltenham & Gloucester Building Society in a move that could spark sharply increased competition to sell mortgages in the UK, and lead to a restructuring of the financial services industry.

The bid, the first attempt by the UK's fourth largest bank to make an acquisition since it failed to take over Midland Bank two years ago, would reward the society's 1.4m members with a minimum cash payment of £500 each.

Lloyds' shares rose sharply after it disclosed the offer, closing 48p up at 586p. Shares of Abbey National, the biggest mortgage lender last year, dropped by 17.5p to 446.5p on the prospect of fiercer competition.

The bid would create the fourth largest mortgage lender in the UK, supplying 7 per cent of the home mortgage market, if it is approved by the society's mem-

bers. Lloyds would pay the cash to them in the second quarter of next year.

The bid will have to be tested in the High Court because the Building Societies Commission, regulator of the UK's 84 societies, has issued guidance casting doubt on whether a third party can make payments to a society's members.

A Lloyds acquisition of C&G, which is the sixth largest society with assets of £17.7bn, would provide the biggest shake-up in the UK mortgage lending industry since the public flotation of Abbey National in 1988.

In an effort to preclude a rival bid, Lloyds has agreed with C&G that the board will not put any other offer to its members for an undisclosed period. The full terms will be disclosed in a transfer statement this October.

Mr Brian Pittman, Lloyds' chief executive, said yesterday that while Lloyds would not be able to make a further cash bid of a similar size, he did not rule out using shares to make a further acquisi-

tion if another opportunity arose.

Under the proposed deal, C&G will retain its own board of directors and act as a separate subsidiary of Lloyds. It will sell mortgages through its 230 branches, and design mortgages for Lloyds to sell under its own name.

Mr Andrew Longhurst, C&G's chief executive, will join Lloyds' board, along with the society's chairman, Mr John Bays. Lloyds will nominate two non-executive directors to C&G's board but will not exert executive control.

C&G approached Lloyds in late October through its adviser, the US bank J.P. Morgan, which it had hired 15 months ago to work on options including flotation.

The cash payments to C&G's members will include even those who are unable to vote, and will give the greatest rewards to those with the largest investments, subject to a maximum of £10,000 payable for any one account.

Background, Page 23; Editorial Comment, Page 16; Lex, Page 16

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EQUITY FOCUS: THE COMPLETE PICTURE

NEWS: EUROPE

Bank of France governor says the economy is turning up and inflation remains low

Key French interest rate is trimmed

By John Riddling in Paris

France is showing signs of non-inflationary growth based on healthy economic fundamentals, Mr Jean-Claude Trichet, governor of the Bank of France, said yesterday.

However, he stressed that the government must stick to its policy of reducing the public sector deficit. "It is essential that the effort which has been decided be effectively put in place year after year," he said, referring to the government's five-year plan to curb its deficit.

Mr Trichet was speaking after the central bank announced a reduction in the intervention rate, the key short-term interest rate, by one-tenth of a percentage point

to 5.8 per cent. The 5-to-10 day borrowing rate was also cut from 7 per cent to 6.75 per cent.

The moves were in line with the bank's strategy of gradually reducing interest rates in tandem with falling German borrowing costs. On Wednesday the Bundesbank cut its repo rate by 12 basis points to 5.58 per cent.

Investors and economists in Paris said that yesterday's cuts were the minimum expected. But Mr Trichet warned against too rapid a reduction in short-term rates. "A brutal reduction in short-term interest rates could damage the economy," he said.

According to Mr Trichet, an excessive cut in short-term rates would undermine the bank's objective of internal and external monetary

stability, putting upward pressure on longer term interest rates. This would jeopardise investment and housing expenditure, both of which were crucial for economic recovery, he said.

The modest cut disappointed some investors. The CAC-40 index of leading shares on the Paris stock market slipped by 0.5 per cent to close at 2,081.

But some welcomed the move. "It was not a big cut, but it shows that exchange rate considerations have not been put above the needs of the real economy," said one currency economist.

The French franc, which this week fell below FF13.4805 to the DM, its previous narrow band floor rate in the European exchange rate mechanism, firmed after the announcement, closing at FF13.4270 in London.

Mr Trichet emphasised that the level of the franc remained a central consideration. "The monetary policy committee [of the Bank of France] is extremely attentive to the stability of the franc," he said.

According to Mr Trichet, the economy's strong fundamentals are evident in the inflation rate and the trade balance. Figures released yesterday by Insee, the national economics statistics institute, confirmed that inflation fell in March to an annual rate of 1.5 per cent.

The trade balance registered a surplus of FF189bn (£10.42bn) last year which, Mr Trichet said, reflected industry's competitiveness.

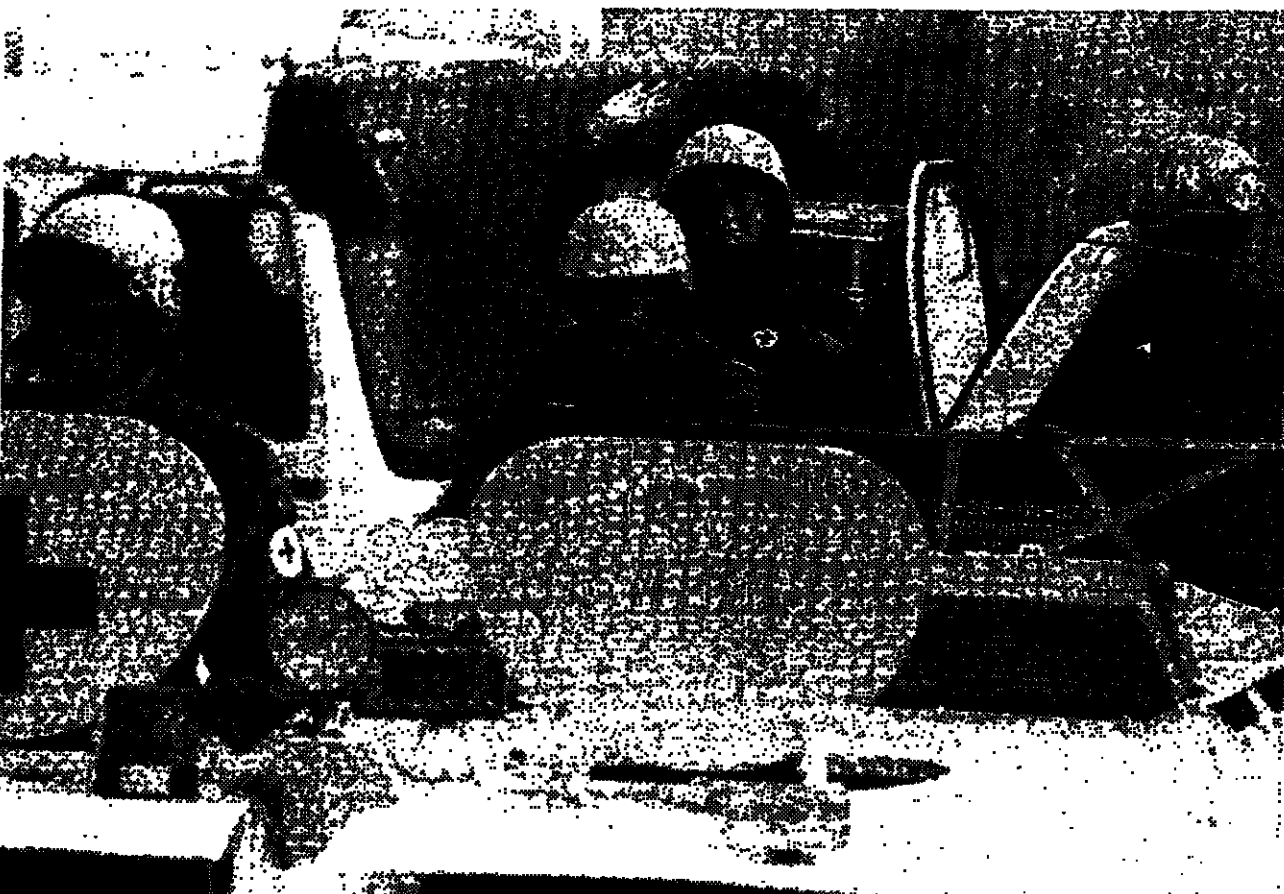
However, the central bank governor acknowledged that France is suffering from a problem of structural unemployment which accounts for an important part of the country's 12.2 per cent jobless rate. Economic officials say that the rate of increase of unemployment has slowed, but they do not expect a reduction in the number out of work until the end of this year.

To ensure recovery, however, Mr Trichet said that efforts to curb government spending must be maintained. He noted that France's public sector debt rose to 44.2 per cent of gross domestic product in 1993, compared with 39.5 per cent in 1992. "This ratio is one of the lowest in Europe, but it is rising," he said.



Trichet: rates warning

Nato tackles Bosnian air strikes dilemma



Norwegian medical staff leave Sarajevo airport yesterday to join the UN convoy to Gorazde

Political and moral pressure is mounting for western forces to bomb Serbs for defying UN

By Gillian Tett, Bruce Clark and John Riddling

As Nato diplomats prepare to meet in Brussels to consider the latest proposals from military experts and President Bill Clinton on air strikes in Bosnia, they face a minefield of national and institutional sensitivities.

These sensitivities have to be balanced against revulsion over the Serb attack on Gorazde and political pressure for concrete military action.

Among European countries such as Britain and France, who have contributed ground forces to the UN effort in Bosnia, there is lingering nervousness about Washington's intentions.

Any suggestion of a broad air attack on the Serbs, which dropped all pretence of neutrality in the conflict, will be viewed with deep alarm by Washington's European allies. Greece and Canada have always had considerable reservations about air strikes and these are to some extent shared by Germany, which is conscious of the danger of alienating Russia.

However, there was relief among European governments on Wednesday night when President Clinton's televised statement on Bosnia focused heavily on existing mandates, notably the UN security council's resolution 836.

That resolution, approved last June, cleared the way for the use of force, including air power, to protect six "safe areas" of Bosnia: Sarajevo, Gorazde, Srebrenica, Zepa, Tuzla and Bihac. Technically, the air strikes carried out near Gorazde 10 days ago were intended to protect UN personnel, as opposed to shoring up the safe haven. Neither purpose was achieved.

Mr Clinton says he wants to extend to the other five areas the "Sarajevo approach" - a combination of threats and diplomacy that was used in February to bring a truce to the Bosnian capital.

In Srebrenica, and more recently Gorazde, the Serbs have established such a tight stranglehold that the term "safe haven" has become meaningless. Establishing these places as fully-fledged havens would mean extracting a huge concession from the Serbs, whose will to fight and anti-aircraft capacity has been underestimated by the west.

However, the main western governments seem to agree that the political and moral pressure for an escalation of air strikes is now unstoppable, and they - as well Nato's secretariat - are determined that in military terms, any operations should be carried out professionally.

In practice, this means giving Nato some flexibility in deciding which weaponry constitutes a threat to the safe areas and therefore in selecting targets.

"The UN will have to determine the overall mandate, but we in Nato will determine how we will do it militarily," commented one official in Brussels.

Nato has not always acted as a mere executor of UN instructions, as diplomats point out. In February, the 10-day deadline for the removal of heavy weapons from Sarajevo was determined by the alliance, not the UN.

There is resistance in Brussels to the idea of taking detailed instructions from Mr Boutros Boutros Ghali, the UN secretary-general, or other "bureaucrats" in New York.

However, Britain and France will both insist on close co-ordination with UN military commanders on the ground.

One Nato diplomat said: "There needs to be unity of command and control between the UN ground forces and

'An air strike only makes sense as part of a political plan'

Nato.

"The procedure must be better than in the past. That does not mean we want to control the whole thing."

"But there must be more flexibility as far as our objectives are concerned, and they must not be limited to what Mr Boutros Ghali is asking us to do."

Mr Alain Juppé, the French foreign minister, said yesterday that more air strikes made little sense unless they were part of a political plan.

"However determined we are to use air power there is no lasting solution unless it is political," Mr Juppé said. "An air strike only makes sense if it is carried out as part of a political plan, as in Sarajevo. We must pursue the diplomatic route and accelerate it."

Other members of the French government are thought to harbour even greater reservations than Mr Juppé about the use of air power, and there is an instinctive suspicion in Paris at the idea of handing too much power to Nato's military structure.

France is also stressing the need to keep US, European and Russian policy in as close harmony as possible.

EUROPEAN NEWS DIGEST

Eurocorps aims outside region

Eurocorps, the newly-formed army group with divisions from France, Germany and Belgium, will provide rapid reaction forces for Europe even beyond EU boundaries. Lieutenant General Helmut Willmann, its commander, said yesterday it would provide rapid deployment forces outside the central European area once German constitutional difficulties had been resolved. This would be in addition to its role of defending continental Europe.

Eurocorps currently has 650 main battle tanks and 50,000 troops. At present it would have to use transport aircraft such as the Hercules for its rapid deployment forces. However, it is thought keen to use the Future Large Aircraft (FLA), a bigger military transport being designed by a European consortium. The endorsement will come as a boost to the consortium, which is facing an uphill battle in Britain. The Royal Air Force has to choose between ordering the new generation of Hercules C-130J aircraft, and refurbishing its existing fleet while waiting for the FLA. British Aerospace, part of the FLA consortium, argues that Britain will lose its position as sole wing manufacturer for such European projects if the RAF chooses the US Hercules. *Bernard Gray*

German threat to British beef

All the main political parties in the German parliament yesterday agreed on the need for tougher restrictions on the import of British beef, including if necessary a unilateral import ban, in order to curb the spread of bovine spongiform encephalopathy (BSE). The ban demanded by a meeting of agricultural and health experts in the governing Christian Democratic Union would affect any animals more than three years old.

Mr Peter Hintze, CDU secretary-general, said Germany would be calling for such a ban at the EU farm ministers' meeting in Brussels next week. If there was no agreement, "in an emergency an import ban will have to be put into effect by Germany unilaterally".

Mr Horst Seehofer, health minister, said he had already ordered further measures to prevent any human exposure to BSE, including a ban on the use of any cattle parts or beef from the UK in children's food products, and the registration of any cattle imported from the UK since 1986. *Quentin Peel, Bonn*

Ankara in talks with IMF

Turkey is negotiating with the International Monetary Fund for a standby facility to help underpin its recently unveiled austerity programme, a senior Turkish official confirmed in London yesterday. Mr Emre Gonenay, senior adviser to President Suleyman Demirel, said Ankara's financing request from the Fund "was of the order of \$1.2bn". He also confirmed that Turkey is talking to several US banks about a possible club loan.

A senior treasury official said that, following an IMF mission expected in Ankara next week, a letter of intent could be signed by the end of May paving the way for Turkey to return to the commercial debt markets. The country needs \$4.5bn just to repay maturing debt in 1994. Total debt now stands at \$66bn. Turkey borrowed around \$4bn in 1993, all of it in the bond markets. Officials yesterday ruled out an early return to the bond markets until the IMF facility was in place. *John Murray Brown, London*

Human rights courts reform

The committee of ministers of the Council of Europe, the 32-nation forum for human rights and democracy, voted in Strasbourg yesterday to create a new permanent Court of Human Rights. The present two-tier system of a European Commission of Human Rights and a 17-judge Court has been heavily criticised as cumbersome and inefficient. Individuals have first to satisfy the Commission they have an arguable case before being allowed access to the Court.

In future all individuals will have direct access to the new court, which will normally sit in chambers of seven judges. Only in exceptional cases will the court sit as a grand chamber of 17 judges. Clearly unfounded cases will be dealt with by committees of three judges. The committee of ministers will retain its role of ensuring that governments comply with the Court's judgments. The change should speed up the handling of cases; under the present system few are resolved in less than five years. *Robert Eke, Legal Correspondent*

Greek-Albanian tension rises

Greece yesterday expelled a second Albanian diplomat after a meeting of public order ministry officials failed to resolve increasing tensions between the two countries. The officials had met to discuss last week's cross-border raid on a military camp in southern Albania, in which two Albanian soldiers were killed. The Albanian officials claimed that Greek commandos were responsible; their Greek counterparts denied the charge and accused Tirane of stepping up human rights abuses against the ethnic Greek minority in southern Albania. The official Athens News Agency said three senior members of the ethnic Greek political movement Omonia had been arrested and charged with "anti-constitutional activity".

The Greek and Albanian foreign ministers, Mr Karolos Papoulias and Mr Alfred Serreqi, have agreed to meet on May 3 in Zurich to try to improve relations. *Kerin Hope, Athens*

Italian business empire seized

The 12,000bn (\$333m) grain and property empire of Mr Pasquale Casillo was yesterday seized by magistrates after the Foggia-based businessman was arrested on charges of links with organised crime and defrauding the European Union.

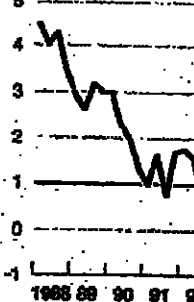
Mr Casillo, chairman of Foggia football club, is alleged to have cheated the EU of some £200m. This is believed to be the biggest single charge brought against an individual for such an offence. His arrest apparently followed information supplied by members of the Camorra, the Naples Mafia, which earlier this week led to the arrest of the former head of the Naples police and other senior policemen. *Robert Graham, Rome*

ECONOMIC WATCH

Italian GDP on the increase

Italy

GDP (annual % change)



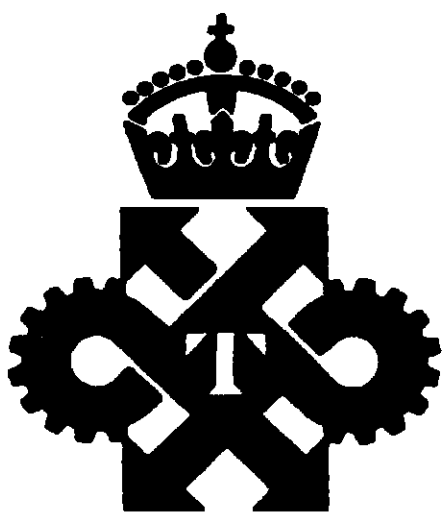
Source: Datastream

■ Dutch unemployment in the first quarter surged to 520,000, a nine-year high and 33 per cent above a year earlier.

■ France's consumer price index rose 0.2% in March after a 0.3% rise in February, the National Statistics Institute, Insee, said yesterday.

■ Annual inflation in the European Union was 3.2 per cent in March, down slightly from 3.3 per cent in February, according to figures released today by Eurostat, the EU statistical office.

■ House building in France continued to pick up in the first quarter to 81,900 housing starts, up 18.7 per cent on the same period in 1993, the French Housing Ministry said yesterday.



1994

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Herald Tribune

Spanish PM tries to limit the damage

By David White in Madrid

High-level corruption and financial misdemeanours appear set to keep the centre-stage in Spanish politics. New parliamentary committees are being set up to investigate party funding and the financial affairs of Mr Mariano Rubio, the former governor of the Bank of Spain.

Facing acute embarrassment and pressure for heads to roll over the latest controversies, Mr Felipe Gonzalez, prime minister, has tried to limit the damage to the minority socialist government's reputation through a series of new anti-corruption measures. These include establishment of a special prosecutor's office, tougher penalties for offenders, and increased powers for the audit tribunal which monitors public sector accounts.

The scope of rules obliging senior officials to declare their personal interests will also be widened.

At the end of an angry

two-day state-of-the-nation debate on Wednesday, the government narrowly avoided a special parliamentary investigation into the so-called Fiesca affair, involving alleged illegal contributions to party funds through a group of companies in the late 1980s.

Instead, a parliamentary committee will investigate the funding of all parties since 1979, when the first elections were held under Spain's current democratic constitution. A separate committee will look into the business dealings of Mr Mariano Rubio, Bank of Spain governor from 1984 to 1992. He was interviewed by prosecutors earlier this week about allegations that he channelled profits from stock investments into a secret account hidden from the tax authorities. Mr Rubio has said he was "not aware" of holding a secret account or cheating the taxman.

Another committee is already investigating Mr Luis Roldán, former head of the paramilitary Civil Guard, in a controversy involving alleged commissions on building contracts and payments from so-called "reserved" funds. Parliament voted on Wednesday to bring these reserved funds under its own control rather than that of ministers.

The series of allegations and the government's belated response in proposing a crackdown on corruption has put Mr Gonzalez clearly on the defensive. A poll commissioned by El Mundo, the investigative anti-government daily which published the latest allegations in the Rubio affair, showed yesterday that almost 57 per cent of respondents considered him responsible and 46 per cent thought he should resign.

A majority of almost 60 per cent, including a large proportion of Socialist voters, sought the resignation of Mr Carlos Solchaga, economy minister at the time Mr Rubio held office and now the leader of the Socialist parliamentary group.

Return of Portugal's capitalist families

Peter Wise on the restoration of the businesses that fell in the 'revolution of the carnations' 20 years ago

Twenty years ago men like Mr Ricardo Salgado Espirito Santo were depicted in graffiti on the walls of Lisbon wearing top hats, smoking fat cigars and clutching fistfuls of dollars. A large boot was usually drawn behind them showing what the young army captains who seized power on April 25 1974 planned to do with the capitalists who had prospered under 48 years of right-wing dictatorship.

The boot landed in 1975. Like other business leaders, the Espirito Santos, the second largest of seven family groups that accounted for almost three-quarters of Portugal's gross domestic product under the dictatorship of Salazar and later Caetano, lost 95 per cent of their assets through nationalisation. Long-haired commandos marched their patriarchs into jail. Others fled into exile.

Two decades later, Mr Espirito Santo now appears on the glossy covers of Portuguese business magazines and is respectfully interviewed on television. Back as president of the bank wrested from his family for 17 years, he is admired by a society that unashamedly prizes business success despite all the efforts made during the "revolution of the carnations" to bury capitalist values.

Families such as the Espirito Santos, the Mellos and the Champalimauds lost almost everything, started afresh abroad and returned after making enough money to buy back the companies that had been taken from them.

They have been welcomed back with open arms - but virtually no financial compensation - by a government eager to stimulate private enterprise to help Portugal compete in the single European market. Even the "angry young captains" who led the 1974 coup show little resentment. "Personally, I would have liked to have seen Portugal evolve into a less markedly capitalist society," says Lt Col Vasco Lourenço, a hero of the revolution. "The patronage of the old regime enabled these businessmen to flourish. But no stigma should be attached to them today because they are competing on the same terms as everyone else."

Mr Espirito Santo believes he has earned the endorsement. "What most pleases me about our return to Portugal is that we have proved we are true entrepreneurs who can survive in a competitive international market without the government protection we enjoyed before the revolution."

The Salazar regime promoted a handful of powerful business families by regulating which companies could operate in which sectors and closing the country off to foreign investment. This oligarchy sheltered business groups from competition but also prevented them from developing entrepreneurial skills and a free-market mentality.

"It was only when we were forced to start again from scratch outside the country that we learned what it takes to survive in an open market," said Mr Espirito Santo.

The centre-right government of Mr Aníbal Cavaco Silva, the prime minister, is reversing the post-revolutionary nationalisations with a re-privatisation programme that has already turned most of the financial sector over to private owners and is now focusing on industrial companies.

"The alternatives to capitalism we put forward have clearly failed," said Col Lourenço, acknowledging the financial ruin that has beset many nationalised companies.

Mr Luis Mira Amaral, industry minister, said: "Portugal deeply wronged the businessmen whose companies were taken over by the state. The right policy would have been to allow the survival of the fittest by liberalising the economy. We are happy they are returning. We need all the successful businesses we can get."

But there have been no special

privileges. Mr José Manuel de Mello complains that the prices of re-privatised companies are far in excess of what their former owners were paid in compensation. They were awarded 25-year bonds, widely described as "wallpaper", paying 2.5 per cent interest when inflation was running at 30 per cent. One former owner estimated the compensation represented 2 per cent of the market value of his shares and many are still fighting in the courts for what they consider just compensation.

Mr de Mello's family owned Companhia União Fabril, an industrial conglomerate of more than 100 companies that was broken up and largely nationalised after the revolution. His survival raft was Lisnave, a ship-repair yard that escaped state takeover. He is now lining up a Escal00bn (£387m) bid for control of Banco Totta e Agros, a bank formerly owned by his family but controlled by Banesto, the Spanish bank, since its re-privatisation in 1989.

When soldiers with machine guns burst into a board meeting of Banco Espirito Santo (BES) to arrest the directors on March 11 1975, the family owned the bank, the insurance company Tranquilidade, shareholdings in many of Portugal's leading companies and extensive coffee, sugar and cotton plantations in Angola and Mozambique, than Portuguese colonies.

"We were left only with a few art objects and our homes, which we sold at very low prices because they were threatened with occupation," said Mr Espirito Santo.

Mr Manuel Espirito Santo Silva, his cousin and then president of the group, spent five months in jail, crammed in a cell with 14 others. He was summarily tried for economic sabotage, acquitted and released. He died in London, aged 57, before his family regained control of its bank and insurance company.

The group's six senior partners went into exile, regrouping in Luxembourg where they



mustered \$20,000 to set up Espirito Santo International Holding. They founded a small bank in Brazil and raised capital on the international bond market.

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The Espirito Santos began again in Portugal by opening a small merchant bank in partnership with France's Credit Agricole. They bought control of Tranquilidade when it was re-privatised in 1989 and of BES in 1991, re-establishing themselves as the country's leading financial family.

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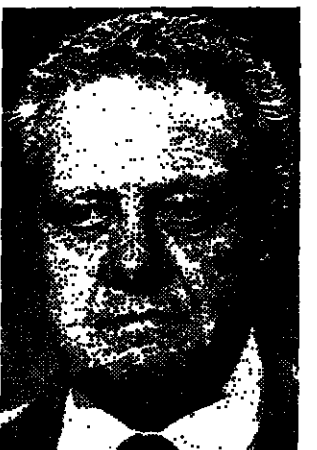
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Salazar: virtual monopoly for the Espirito Santos

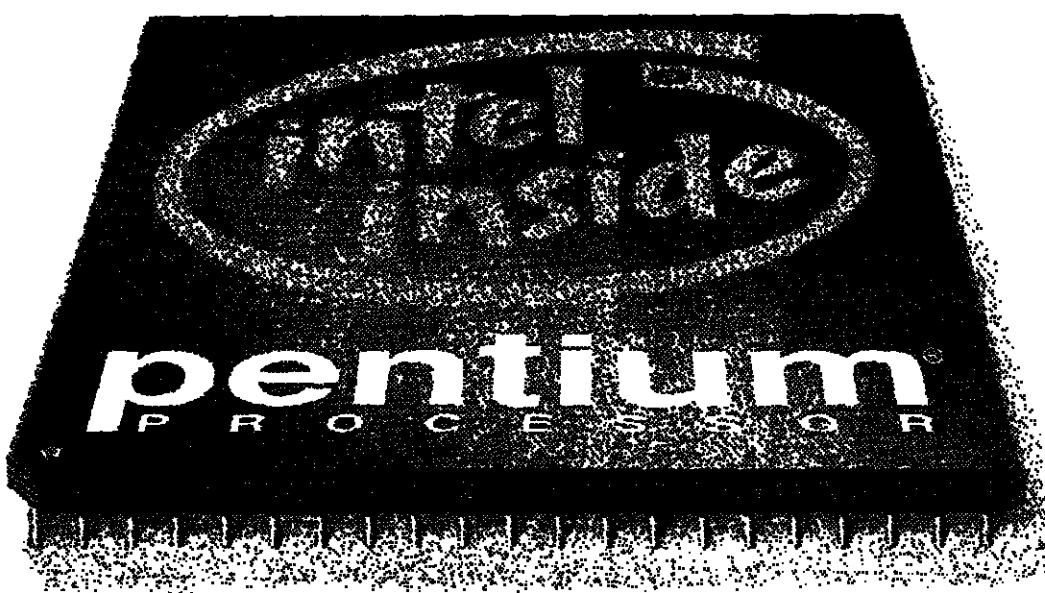


Soares: asked the Espirito Santos to return



Cavaco: no special privileges for the Espirito Santos

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Rush to give blacks a share of capitalist cake

Mark Suzman and Patti Waldmeir on attempts to dismantle economic apartheid



"Nationalise the mines," says the election manifesto. "Take the country's wealth out of minority hands and give it to the people." The slogans may have a contemporary ring in South Africa, but they come from a 1948 pamphlet published by the National party in the year it came to power. Big business panicked, realised the need for Afrikaner stakeholders in the private sector, and rapidly sold off big chunks of the economy to Afrikaner interests.

The process, which culminated in the purchase of General Mining, later Gencor, one of the big gold mining houses, by an Afrikaner consortium proved successful and the new government decided not to follow through with its threats. Now, with South Africa's first black government expected after elections next week, the same slogans are being bandied around by the African National Congress, and big business is trying to shape a similar response.

In the past year, the country's giant conglomerates have sold off The Sowetan, the country's biggest daily newspaper, Metropolitan Life and African Life, two life insurers, and

Prima, a merchant bank now renamed Miba, to black investors, all on favourable terms and often with generous financing.

Now, to put the icing on the growing black corporate cake, Anglo American, the country's most powerful corporation, has announced plans to sell control of most of Johannesburg Consolidated Investments, another of the big mining houses, to black investors.

But while this profusion of deals testifies to the growing visibility of black businessmen (there are few women), it is also symptomatic of their continued weakness. Organisations such as the Black Management Forum, a group helping identify and develop black managers for the private sector, are expanding rapidly, but the pool of qualified, and wealthy, black people who can be tapped for such initiatives remains small. Blacks still own fewer than 5 per cent of shares on the Johannesburg Stock Exchange and black directors make up only 2 per cent of the total - although this compares with 10 per cent five years ago.

Reflecting this, blue chip directorships tend to go to individuals with relatively little direct business experience but good political contacts or a high profile. Some, such as Mr

Conservative party to maintain poll boycott

South Africa's right-wing Conservative party last night announced that it would maintain its poll boycott, dashing hopes that all mainstream parties might participate next week in the first all-race elections, writes Michael Holman and Mark Suzman in Johannesburg.

Mr Ferdi Hartzenberg, CP leader, said that his party would not take part in the elections as he had been unable to get satisfactory guarantees from the African National Congress, which is expected to dominate the new government, and the long-ruling National party on the creation of an Afrikaner *volksstaat*. He said that without solid constitutional guarantees, the CP had no option but to follow

an unspecified "route of resistance".

Meanwhile, the demise of the black "homelands" continued yesterday as Mr Nelson Mandela, chief minister of Lesotho, was stripped of his powers by the governing Transitional Executive Council and was removed from his position on the African National Congress's official list of candidates for the election.

The homeland administrations are scheduled to come under the administration of the newly elected government at the end of the month but uncertainties about salary and pension arrangements after April have provoked widespread strikes, bringing many services to a standstill.

at companies such as National Sorghum Breweries, the country's largest black-owned and black-run corporation.

Impressive recent growth of the National African Federated Chamber of Commerce, the country's premier black business organisation, has brought its membership to 150,000, but the majority of these are essentially one-man shows such as taxis and shopkeepers.

Mr Archie Nkomo, Nafoc president, estimates that, including the informal sector, black-run enterprises account for only some R20bn in an economy with a GDP of about R400bn, although they make up 75 per cent of the population.

One route being explored is joint ventures or franchising schemes with foreign companies. Both the US government's Overseas Private Investment Corporation and Nafoc are seeking out American parents for black South African businesses.

Already, companies such as Nike, Pepsi and Sun Microsystems have selected black partners for their return to South Africa. Inevitably, however, most of these schemes tend to enrich the same small group of prominent businessmen as the only available blacks with the expertise.

Enos Mabuza, a former "homeland" leader with close ties to the ANC, are in the enviable position of being forced to turn down board positions such as been the proliferation of offers. The exact mechanism of the JCI transfer has yet to be announced. It is estimated that black savings societies, companies and union pension funds could raise at most R3bn (R560m) to finance the transaction, short of a purchase price in the region of R5bn.

Even among unlisted businesses, black dominated sectors are few and largely restricted to the black customer market, such as the minibus taxi sector or black hair-care products. Such companies are also hampered by a lingering suspicion about black managerial ability - even within the black community itself.

"The main problem is that people don't want to buy shares in a black company because they think it will go under," says Mr Sam Mkhwanazi, a shareholder in Method, parent company of Metropolitan Life, South Africa's first black-owned and black-run insurance company. Gone are the days when

owning shares was viewed as ideologically unsound by blacks, under the influence of radical unions allied to the South African Communist party. Still, says Dr Nthato Motlana, Method chairman, "the sale of shares to black South Africans has never been easy" - and it is not easy now. "There is still a basic lack of trust in black skills and this will only wear off with time," says Mr Thami Mazwai, editor of *Entrepreneur*, a black business magazine. These perceptions are reinforced by recent media allegations of mismanagement

Israel and PLO move closer to agreement

By Julian Gattuso in Jerusalem and Virginia Marshall in Bucharest

Israel and the Palestine Liberation Organisation drew close to completing a long-delayed agreement on Palestinian self-rule yesterday, but disputes over Palestinian jurisdiction and economic relations continued to dog the peace talks.

"We are at the beginning of the end, and we are trying to find a way how to complete this great historic voyage of the Palestinian people and the Israeli people," Mr Shimon Peres, Israeli foreign minister, said after holding talks in the Romanian capital Bucharest with Mr Yasser Arafat, PLO chairman.

"Mr Arafat, while saying he 'hoped' the peace process was irreversible, added: 'We are seeing the talks being protracted'. Mr Peres has the upper hand. He is the one who has to decide if he is going to withdraw or not. We hope he is going to implement what he agreed upon."

In Cairo, both PLO and Israeli negotiators said they were on the brink of a solution to the issue of the extent of jurisdiction. Palestinian courts would have over Israeli and foreigners in the self-rule areas.

Mr Nabil Shaath, chief PLO negotiator, and General Amnon Shahak, his Israeli counterpart, said the two sides could finish their work by the end of next week's round of talks after months of slow-moving negotiations and delays.

"The big possibility is that we will finish next week and this will allow for the agreement to be signed in the following week directly," Mr Shaath said.

In Paris, however, Mr Avraham Shochat, Israeli finance minister, said talks on economic relations between Israel and the future Palestinian economy had run into "serious problems".

Mr Shochat said the PLO had raised new demands unacceptable to Israel on imports and a Palestinian currency, which had torpedoed hopes for the signing of an economic agreement this week. The minister said the PLO had asked to double the list of products which could enter the Palestinian economy at customs duties lower than those levied by Israel.

"I am not ready to make concessions that will harm our economy," Mr Shochat said.

A PLO negotiator accused Israel of preaching the economic philosophy of open borders but insisting on tight restrictions of the movement of labour and agricultural products.

In Bucharest, Mr Peres said his talks with Mr Arafat were aimed at wrapping up final negotiations on the self-rule pact and preparing the way for a summit between Mr Arafat and Mr Yitzhak Rabin, Israeli prime minister, in Cairo. This meeting would precede a final signing ceremony.

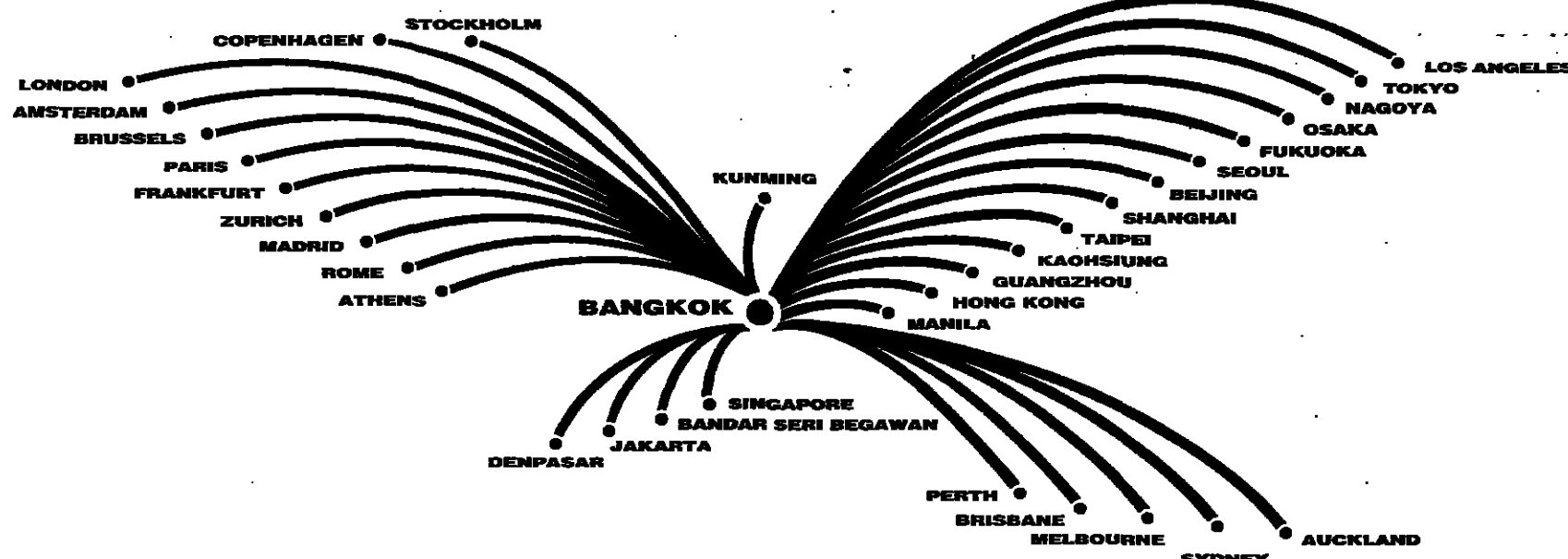
Before the final signing, Mr Rabin and Mr Arafat are expected to negotiate for five to three days to agree some sensitive political issues which touch on Palestinian demands for attributes of statehood. These include passports, postage stamps, a telephone code, the final size of the Jericho area, border arrangements and possibly PLO demands for a separate currency.

Mr Peres said he had spent much time in Bucharest explaining Mr Arafat's fears about many aspects of the Israeli-Palestinian peace deal. "We are making progress," he said. "The main purpose of our meetings is to crystallise the last stage of the negotiations."

Mr Peres said he and Mr Arafat may join negotiators in Cairo next week to help push along the last stage of negotiations. Mr Peres also said he and Mr Arafat had agreed a meeting would be held on May 2 in Cairo with foreign donors funding the Palestinian police and meeting the remaining expenses of Palestinian administration.

Neither Mr Peres nor Mr Arafat made any comment about whether they had discussed the last main security issue blocking the agreement - the zoning arrangements for the Gaza Strip. As both Israel and the PLO seemed to indicate increased optimism about an imminent completion of self-rule negotiations, Mr Rabin yesterday sent a message to Syria saying he was willing to evacuate Jewish settlements on the occupied Golan Heights in return for peace.

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Israel and PLO move closer to agreement

Japan rejects IMF growth pessimism

By Paul Abrahams in Tokyo

Mr Juro Saito, Japan's deputy finance minister, yesterday rejected International Monetary Fund forecasts that his country's economy would register the lowest growth rate of any of the Group of Seven leading industrial nations.

The IMF announced this week that it expected Japan's economy would grow only 0.7 per cent during 1994. But Mr Saito insisted that the government's target of 2.4 per cent during the fiscal year ending March 31 was attainable.

"The economy has become brighter and is unlikely to fall further," he said. His claims follow meetings with regional finance bureau chiefs who said there were signs of recovery throughout Japan. The country has been suffering the longest and deepest recession since the Second World War.

However, Mr Saito's comments were made as data cast

doubt on a consumer-led recovery. Japan's household spending for February registered its first fall in four months, according to the Management and Co-ordination Agency.

Mr Peter Morgan, chief economist at Merrill Lynch Japan, said the 0.5 per cent year-on-year fall in household spending, while weaker than expected, followed an unexpectedly strong January when it increased 2.7 per cent.

"Consumer spending remains, on average, on an upward curve, and the first quarter this year will have been stronger than the last quarter during 1993," he said. However, Mr Kosaku Inaba, chairman of the Japan Chamber of Commerce and Industry, said yesterday that the Japanese economy remained in the doldrums and showed few signs of recovery.

The economy was neither improving nor worsening, he added. But he warned that con-

tinuing political uncertainty, increases in public utility rates, and the yen's appreciation against the dollar all threatened a recovery.

Mr Morgan agreed: "The major risk to the economy is a renewed rise of the yen. If that happens all bets are off and the economy could head into a triple dip. It's tough and go and we're not out of the woods yet."

The chances of a manufacturing-led recovery remain bleak. Mr Yutaka Kume, chairman of Nissan, the automotive group, and outgoing chairman of the Japan Automobile Manufacturers Association, said yesterday that domestic vehicle sales were unlikely to recover from the current slump until next year.

Sales so far during April had been down nearly 30 per cent compared with the same period last year, after showing some signs of recovery in March, he explained.



US troops with a Patriot air defence system near the South Korean capital Seoul

N Korea invites IAEA inspection

North Korea yesterday offered the outside world a look at key evidence in a row over its alleged secret atomic bomb project, inviting United Nations experts to watch while its main nuclear reactor is refuelled, Renter reports from Vienna.

Mr David Kyd, International Atomic Energy Agency (IAEA) spokesman, said inspection of the Yongbyon reactor's exhausted fuel core was vital to try to clear up allegations that Pyongyang was developing nuclear weapons.

He said the UN agency responded positively to the

new North Korean offer and, provided other elements of a fresh IAEA inspection could be agreed, an expert mission would leave for Yongbyon next week.

The presence of inspectors was necessary "in order to verify that there has been no diversion of nuclear materials," he added.

Mr Kim Il-sung, the North Korean leader, earlier this week strongly denied that his country possessed, was producing or planned to make nuclear weapons.

But Mr William Perry, US defence secretary, said yester-

day before leaving Seoul for Tokyo that Washington was certain a secret nuclear arms project was under way, adding that inspection of the spent reactor core was imperative.

In its response to the new offer, the IAEA set out the measures it would require to take during the removal of the spent fuel and additional steps at nuclear facilities in order to verify that no uranium had been spirited away.

The uranium fuel rods in the Yongbyon reactor, which was started up in 1986, are almost exhausted and must be replaced in the next few weeks.

UK-China act to contain HK property prices

By Simon Holberton in Hong Kong

Britain and China have acted to cool Hong Kong's overheated property market by increasing the annual allocation of new land for residential and commercial development, in a move which might pre-empt the resumption of Sino-British co-operation over the territory.

At a meeting of the Sino-British Land Commission, a bilateral body which governs government land sales, the two agreed on a 35 per cent increase to 31.4 hectares in land for residential, commercial and industrial development.

Rising property prices have been a main political issue in Hong Kong this year. Chinese government officials and the Hong Kong government have seized on it to underline their concern for the public's welfare.

Although few expect a dramatic improvement in Sino-British ties, the swift, business-like meeting of the Land Com-

mission suggested a more positive tone to bilateral discussions, something which has been visible in other contacts as well.

This improvement comes at a time of heightened speculation that Mr Li Ping, Beijing's top official on Hong Kong affairs, is about to pay his first visit to the colony since January 1992.

Property analysts said the announcement of the increased land allocation may have the effect of restraining price rises in the short term, but they doubted that it was sufficient to solve the supply problem in Hong Kong.

Governor Chris Patten said late last month that the steep rises in Hong Kong property values, especially house prices, demanded "exceptional" measures. Action has been promised by July.

Over the past year the price of a 500 sq ft flat on the south side of Hong Kong island has risen about 40 per cent to HK\$3.5m (£299,145) from around HK\$2.5m.

Patten pressed over human rights

By Louise Lucas in Hong Kong

Governor Chris Patten, under increasing pressure to set up a human rights commission in Hong Kong, maintained in the Legislative Council yesterday that similar bodies elsewhere in the world were "pretty toothless creatures" but promised a decision by the end of June.

Mr Patten came under intense questioning about allegations of telephone tapping. Last week a senior official who was dismissed from the Independent Commission Against Corruption, Hong Kong's anti-corruption authority, alleged that the commission had bugged telephones for political

purposes. Mr Patten denied these allegations.

Earlier in the day Amnesty International urged the government to set up a body to receive complaints.

Mr Chris Avery, an Amnesty consultant, said: "The report shows that people in Hong Kong who feel their rights have been violated have nowhere to go. There is no simple affordable complaints system in Hong Kong."

The report follows a House of Commons select committee report on Sino-British relations which advocated the formation of a human rights commission. Last month Ms Anna Wu introduced a bill based on Australian legislation.

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NEWS: THE AMERICAS

IMF to consider new stand-by credits for Russia

By Peter Norman, Economics Editor, in Washington

The International Monetary Fund, which this week provided a controversial \$1.5bn (£1.02bn) loan for Russia, is preparing to discuss further financing later this year.

Mr Michel Camdessus, IMF's managing director, said yesterday the Fund expects to begin negotiations to provide Russia with a new stand-by credit



after the government in Moscow has put forward the main elements of its 1995 budget. In the immediate future, Russia will begin negotiations with western creditor coun-

tries in the Paris Club to reschedule its official debt. Russia has borrowings of \$84bn of which 75 per cent is owed to official creditors.

Mr Camdessus said a Paris Club agreement, combined with the \$1.5bn IMF loan for Russia that was released this week and loans to be provided by the World Bank, will complete Russia's external financing needs for this year.

According to a senior US

Treasury official, negotiations on the new IMF stand-by facility could start early in the autumn, while the World Bank should provide more than \$1bn in the "next couple of months" to finance projects in Russia's energy and financial sectors.

At a press conference in Washington yesterday, Mr Camdessus strongly defended the IMF's decision on Wednesday to approve the \$1.5bn loan in support of the Russian gov-

ernment's economic reform and stabilisation programme.

He said the Fund had been able to approve the loan because Russia had produced a pragmatic programme it would be able to implement effectively. In particular, there had been a "spectacular change" in the Russian monetary policy since last July.

He said that a few months ago, the IMF had the impression that Russia had no mon-

etary policy, no such thing as a budget and that it was going down the "dangerous slope" of protectionism.

However, Russia now had a "very tough" monetary policy with very high real interest rates. The central bank had ceased distributing subsidised credits. Institutions were in place to push down inflation, he said.

Russia's budget deficit, although still too high, was

being cut, Mr Camdessus said. It is expected to fall to 6.5 per cent of gross domestic product this year from 8 per cent in 1993.

● The impact of derivatives trading on pushing up long-term interest rates will be discussed by finance ministers and central bank governors from the Group of Seven leading industrial countries on Sunday, a senior US Treasury official said yesterday.

Anti-trust move on US teller network

By George Graham

The US Justice Department yesterday cracked its anti-trust whip against the largest regional network of bank teller machines in US, in a move that could herald actions against other such networks.

Ms Janet Reno, attorney general, announced her department had filed a proposal in federal court setting charges against Electronic Payment Services, which operates the MAC teller network mostly in the north-eastern US.

The Justice Department said MAC had required member banks to use its computer processing services and used its control over the processing system to prevent member banks from joining up with competing networks.

"The MAC network has prevented more than 1,000 banks in Pennsylvania, New Jersey, Delaware and elsewhere from joining other ATM [automatic teller machines] networks in addition to MAC, the dominant network. This illegal practice affects one seventh of the population of this country," Ms Reno said.

ATM networks play a particularly important role in the US financial system because US banking laws prevent a bank from simply opening up a branch outside its home state, although in certain controlled circumstances they may operate in another state through a subsidiary.

MAC is the largest regional network, with around 14,000 ATMs and 107,000 point-of-sale terminals serving around 82m cardholders in 26 states. Justice Department officials said its exclusion practices did not appear to be copied by other networks. Nevertheless, at a recent meeting of independent bankers Ms Reno invited complaints against other networks.

MAC had already settled a suit brought against it by New York Switch, which operates the rival NYCE network, by agreeing to phase out its ban on allowing outside data processors to handle transactions over its network.

Ms Reno said the settlement would increase consumer choice by allowing bank customers to take their cards to machines belonging to a range of competing networks.

World Bank and IMF win commitment by Burkina Faso

Pledge over female mutilation

By George Graham in Washington

In an unusual broadening of their role into social and cultural issues, the World Bank and International Monetary Fund have won a commitment from the government of Burkina Faso to take steps to combat female genital mutilation.

The commitment is included in Burkina Faso's policy framework paper, a set of medium-term economic policy priorities negotiated with the international financial institutions as the basis for receiving assistance loans.

The practice of female genital mutilation, sometimes referred to as female circumcision, is widespread in many countries of sub-Saharan Africa. Besides ritually reinforcing the subordination of women, the mutilation brings severe risks of infection and starkly increases health risks in later life.

World Health Organisation officials estimate that genital mutilation doubles the risk of death at childbirth and increases the risk of stillbirth by three or four times.

Besides the WHO, donor countries such as the US and

France have sought to discourage the practice. The United Nations Human Rights Commission last month agreed to a special investigation into violence against women, but referred only obliquely to genital mutilation as "the harmful effects of certain traditional or cultural practices."

Burkina Faso is in the middle of a radical economic adjustment programme begun in 1991 but intensified this year by the 50 per cent devaluation of the CFA franc agreed by members of the currency zone in January.

The IMF last month agreed

to lend the Burkina Faso government \$25m (£17m) from its enhanced structural adjustment facility, which provides subsidised loans for very poor countries.

The adjustment programme contains a number of measures designed to alleviate the impact of the devaluation on some of Burkina Faso's most vulnerable population groups. They included steps to spread price increases for essential consumer goods such as kerosene and generic drugs over a six- to 12-month period, and an expansion of primary health and basic education services.

Bentsen to press Japan to boost its economy

By George Graham

The US yesterday renewed demands for Japan to boost domestic demand in an effort to get its economy moving and bring down its trade surplus.

Mr Lloyd Bentsen, the US treasury secretary, warned he would be pressing Japan to do more about its trade surplus at Sunday's meeting in Washington of finance ministers and central bank governors from the Group of Seven leading industrialised nations.

"Maybe the US economy is doing well now despite the drag from that surplus, but it's essential, over the long run, for

Japan to help lead global recovery rather than to impede it," Mr Bentsen said yesterday.

"You saw the February trade numbers. Japan cannot rely on the US market, nor any other foreign market, to boost its economy. It must have its own sustainable, demand-led recovery," he added.

But Mr Bentsen said the US would not seek to bring the value of the dollar down against the yen as a means of improving the competitiveness of US exports to Japan. "We're not going to try to devalue ourselves into their markets. We are in no way managing the dollar in that regard," he said.

He added that he saw room for further interest rate cuts in continental Europe.

US officials said even for Japan, exports only made up a small proportion of output, so domestic demand remained much more important for overall economic growth.

The US will also press for more efforts to ease access of foreign goods to Japanese markets as an accompaniment to the boost to demand it seeks.

"Macroeconomic stimulus is much more likely to be effective in reducing the current account deficit if foreign products are freely available," a senior treasury official said.

Falklands mine accord claimed

By John Burham in Buenos Aires

Mr Guido di Tella, Argentina's foreign minister, has announced that the Falkland Islands government has accepted his proposals to clear some 30,000 mines laid by Argentine troops during the 1982 conflict with Britain.

Mr di Tella said "We have received communication from the islanders that they welcome our offer. This is the first

time the islanders have welcomed anything from Argentina [since 1982]." He added that he would walk on the minefields after they were cleared to show they were safe.

Argentina first proposed in January to pay a third party to remove mines, since Argentines are banned from the islands. Mr di Tella said he has now asked US army engineers to carry out the project, for which Argentina would seek World Bank financing.

However, the Falkland Islands government said they have not reached a firm agreement with Argentina over mine clearance.

Mr Graham Bound of the Falklands government office in London said "no final proposal has been put forward saying what will be done, in what time frame, or by whom." A foreign office official said yesterday London has only reached a "qualified acceptance" with Argentina.

COMPANY NOTICES

ROBECO GROUP

ROBECO N.V.
(investment company with a variable capital)
Robeco N.V. announces a cash dividend of Fls 3.75 per ordinary share of Fls 10 (Fls 0.352 per sub-share) for the financial year 1993.

BEARER SHARE WARRANTS WITH COUPONS ATTACHED
Coupons No 92 accompanied by the appropriate claim form should be presented to the Company's Paying Agents, National Westminster Bank Plc, Stock Office Services, Basement, Juno Court, 24 Prescott Street, London, E1 8BB, on business days between the hours of 10.00am and 2.00pm. Claims must be submitted by personal presentation. Postal applications cannot be accepted.

The dividend will be payable at Fls 3.52 per share, less tax as appropriate, as from 29 April 1994, against surrender of Coupon No. 92.

Coupons presented by, or on behalf of, shareholders who are subject to United Kingdom Income Tax will be subject to Netherlands Dividend Tax at the rate of 15% and United Kingdom Income Tax at the rate of 5% on the gross dividend. Forms B92 GRB will not be required in respect of claims lodged within six months of the payment date. Coupon No 92 presented on or after 29 October 1994 must be accompanied by a completed Form B92 GRB duly certified by the individual shareholder's Inspector of Taxes.

If the coupons presented are accompanied by the appropriate certified Forms 92 supplied by residents of Australia, Austria, Belgium, Canada, Denmark, Finland, France, Germany, Greece, Hungary, Indonesia (reduction to 20% only), The Republic of Ireland, Israel, Japan, Luxembourg, The Netherlands Antilles, New Zealand, Norway, Singapore, South Africa, Spain, Surinam (reduction to 20% only), Sweden or the United States of America, Netherlands Dividend Tax according to 15% will be withheld. Forms 92 VS must be submitted in duplicate, signed by the applicant, but need not be authorised by the U.S. Inspector of Taxes.

Residents of Switzerland can apply for a partial refund by submitting a Form R-NL 1 to Dutch Fiscal Authorities. This form can be obtained from the Eidgenössische Steuerverwaltung, Bern, Switzerland in 1994.

Residents of Italy can have a full refund by submitting Form 92 IT, certified by their local Tax Inspector, to the Inspector of Corporation Tax, Via S. Stefano, 2-4, Amsterdam with the relevant dividend note.

In all other cases Netherlands Dividend Tax at 25% will be deducted from the Gross dividend. Exemption from United Kingdom Income Tax may be claimed by lodging the usual affidavit certifying non-residence in the United Kingdom.

EXCHANGE OF BEARER SHARE WARRANTS
Bearer Share Warrants (K-Certificates) accompanied by the appropriate Exchange Form should be handed in to the Company's Paying Agents, National Westminster Bank Plc, Stock Office Services, Basement, Juno Court, 24 Prescott Street, London, E1 8BB, as from 29 April 1994, on business days between the hours of 10.00 am and 2.00 pm, in order to obtain CF-Certificates or upon special request - new K-Certificates. Exchange requests must be submitted by personal presentation. Postal applications cannot be accepted.

Certificates will be exchanged for new certificates for an equal number of shares, bearing different serial numbers. Denominations will be as large as possible. New certificates will be available in denominations of 1; 5; 100; 1,000; 10,000 and 100,000 Shares of Fls 10.00 each, for CF-Certificates as well as for K-Certificates. New K-Certificates will be supplied with dividend coupons, numbered from 35 up to and including 65, as well as a talon.

Holders of Certificates will not be charged commission, if they have their certificates replaced on or before 30 June 1994.

Exchange Forms and further information on the exchange can be obtained by telephoning National Westminster Bank Plc, Stock Office Services on (0293) 653241 or 653224.

SUB-SHARE CERTIFICATES REGISTERED IN THE NAME OF NATIONAL PROVINCIAL BANK (NOMINEES) LIMITED
United Kingdom Banks and Members of the Stock Exchange should lodge the special claim form with the National Westminster Bank Plc, Stock Office Services, Basement, Juno Court, 24 Prescott Street, London, E1 8BB.

Payment of the dividend must be marked on the reverse side of the certificate in accordance with "Marking Name" procedures. Other claimants must also complete the special claim form and present this at the above address together with the relevant certificate(s) for marking by the National Westminster Bank Plc. All claims must be submitted by personal presentation. Postal applications cannot be accepted.

Income Tax requirements will be as shown above for Bearer Share Warrants. The Record Date is 21 April 1994.

ROLINCO N.V.
(investment company with a variable capital)
Rolinco N.V. announces a cash dividend of Fls 2.48 per ordinary share of Fls 10 (Fls 0.248 per sub-share) for the financial year 1993.

BEARER SHARE WARRANTS WITH COUPONS ATTACHED
The Talon accompanied by the appropriate claim form should be presented to the Company's Paying Agents, National Westminster Bank Plc, Stock Office Services, Basement, Juno Court, 24 Prescott Street, London, E1 8BB, on business days between the hours of 10.00am and 2.00pm. Claims must be submitted by personal presentation. Postal applications cannot be accepted.

The dividend will be payable at Fls 2.48 per share, less tax as appropriate, as from 29 April 1994, against surrender of the talon.

Talons presented by, or on behalf of, shareholders who are subject to United Kingdom Income Tax will be subject to Netherlands Dividend Tax at the rate of 15% and United Kingdom Income Tax at the rate of 5% on the gross dividend. Forms B92 GRB will not be required in respect of claims lodged within six months of the payment date. Talons presented on or after 29 October 1994 must be accompanied by a completed Form B92 GRB duly certified by the individual shareholder's Inspector of Taxes.

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Man Ray's photograph entitled 'Noire et Blanche' which was auctioned by Christie's in New York on Wednesday evening

Man Ray photograph sells for \$354,500

By Antony Thornecroft

"Noire et blanche", a photographic print by Man Ray depicting Kiki of Montparnasse fondling an African mask, sold for \$354,500 (£239,527), double its top estimate and a record for the artist, at Christie's in New York on Wednesday night. It was the second highest price paid at auction for a photograph. Alfred Stieglitz's image of the hands of his wife, the artist Georgia O'Keefe, made \$398,500 at Christie's last year.

The Man Ray photograph was part of a sale of just 81 lots of works by the leading photographers. It totalled \$5m and was an attempt by Christie's to market photographs by

modern masters in the same way as top rank Impressionist and Modern paintings.

The best items went well above forecasts, the less interesting failed to sell. There were auction records for Edward Weston, Lewis Hine, Eugene Atget and Henri Cartier-Bresson.

"Clouds", an image captured by Weston in Mexico in 1928, sold for \$156,500. It was de-commissioned from the Getty Museum of Malibu, California, to raise funds for more purchases of photographs: the Getty has another copy of the print. A portrait by Stieglitz of the nude torso of Georgia O'Keefe went for \$145,000, and "Mechanic and Steam Pump" by Hine for \$90,500.

Gore warns over greenhouse gases

By George Graham

Global climate change is more dangerous to the US than the British navy was to the American colonists in their war of independence, Vice-President Al Gore warned yesterday in a call for more action to tackle greenhouse gas emissions.

"Our enemy is more subtle than the British fleet. Climate change is the most serious problem our civilisation faces," Mr Gore told government and business officials working on climate change issues, who he described as "the Paul Revere of the environmental movement".

But as Mr Gore issued his warning, scientists were questioning whether the US was doing enough to reduce its own emissions of greenhouse gases such as carbon dioxide, which are widely believed to contribute to global warming.

The US, like other signatories of the Global Climate Treaty agreed in Rio de Janeiro two years ago, is committed to bringing emissions of greenhouse gases down to 1990 levels by the year 2000.

For the US, which produces around one fifth of the world's greenhouse gases, that means

a return to annual emissions of 1.54bn tons of carbon dioxide, from a level that reached 1.77bn tons last year and is still climbing.

A study issued yesterday by the Union of Concerned Scientists argued current climate change plans are likely to achieve a reduction in emissions of only about 34m tons over seven years, roughly a third of what is needed.

After the Clinton administration failed to pass a significant increase in energy taxes, which would have cut fuel consumption and thus emissions, it has focused largely on voluntary efforts with industry.

The Energy Department this week signed an agreement with five large electrical industry associations to promote more energy-efficient commercial technologies, to invest in forest management and tree-planting, to develop the market for geothermal heat pumps and to promote electrical vehicles.

Mr Gore yesterday ridiculed those who argue the threat of global warming was not yet scientifically proven, comparing them to the tobacco industry executives who claim that there is no firm proof that smoking causes lung cancer.

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Which is, perhaps, the whole point.

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and luggage compartment are every bit as roomy.

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The new 900 Coupé is also equipped with front wheel drive to give you superb road-holding even in the worst conditions.

Plus the reassuring safety features you've come to expect from Saab. Like intelligently designed crash zones, a uniquely strong, specially constructed body, and ABS brakes and air bag as standard.

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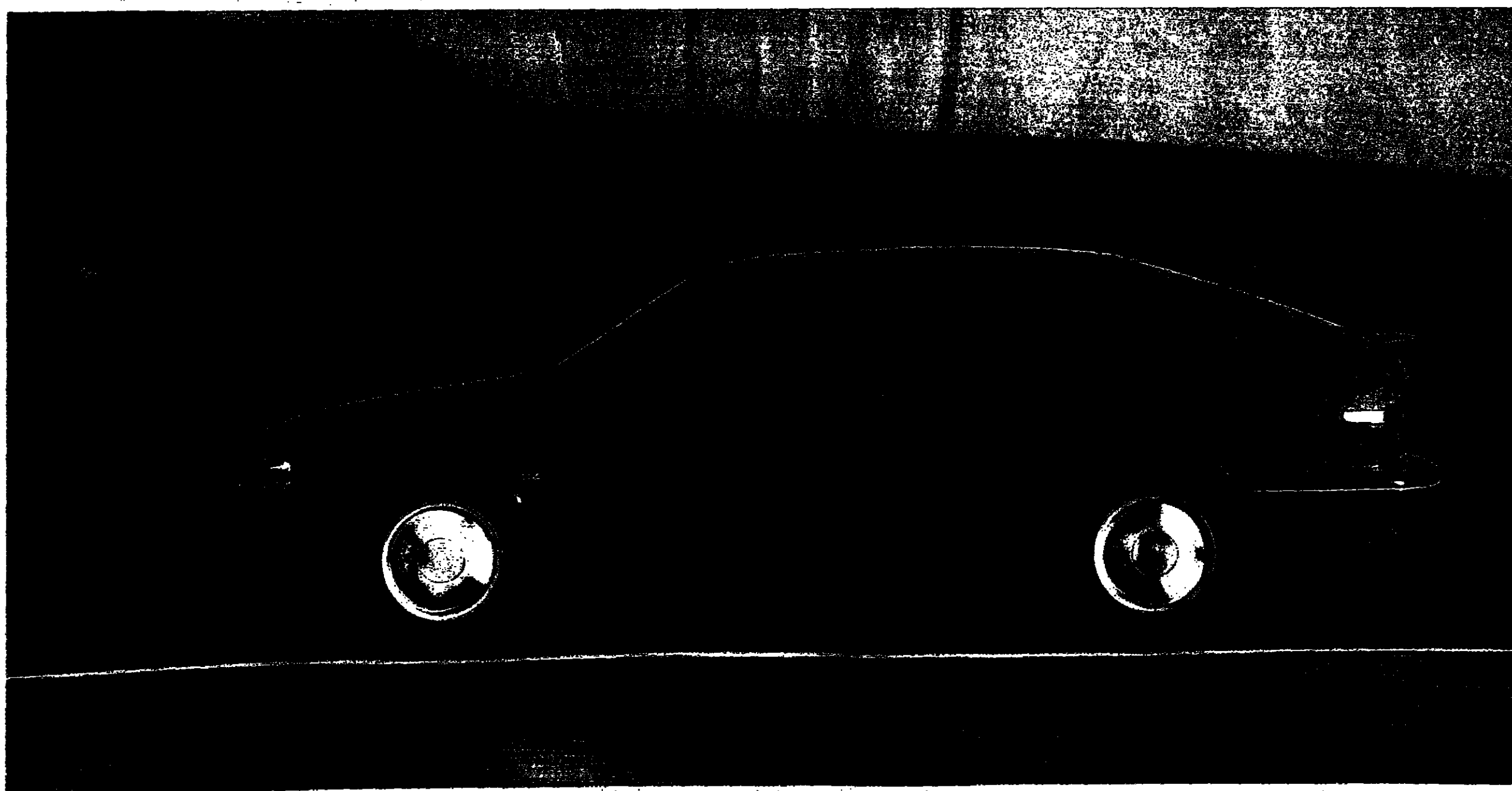
Saab isn't an automotive giant. We're a small company with the flexibility to make the kind of car we want. Hence the Saab 900 Turbo Coupé.

Exactly why you might want it, is entirely up to you. Every Saab driver has his or her own reasons. We've simply tried to give you as many reasons as we can. So if you want the kind of craftsmanship you associate with Saab, the joy of a turbo and the elegance of a coupé, this is a car worth looking at.

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Co-operation by US and Mexico

Water boost to green exports

By Nancy Durne
in Washington

The US Export-Import Bank and Mexico's national development bank have announced a programme to finance up to \$600m (£336m) for waste water treatment in Mexico over the next five years.

The agreement is one of a series announced this week as part of the Clinton administration's mobilisation of government resources to expand trade in environmental technology.

The Eximbank, which had its annual conference yesterday, is pushing environmental trade fervently. With Banobras, Mexico's development bank, it has produced a plan to fund cleaning of rivers, lakes and streams, using a combination of users' fees, commercial loans and government guarantees.

Under this arrangement, cities will select private companies to build, operate and maintain waste water treatment facilities, which would

eventually be transferred to the city. Users' fees will pay for the water treatment services.

Banobras will guarantee repayment to commercial lenders in case of user fees being inadequate.

Eximbank also announced a plan to have the 45,000 companies in the US environmental industry expand exports. Its aim is to support \$900m in fiscal year 1994, a doubling of the total last year.

It offers the following inducements: financing for 15 per cent of costs incurred locally in addition to the financing of US equipment and services; deferment on construction loans until project is completed; the longest repayment terms allowed by multilateral rules.

An environmental insurance package in the US will provide 95 per cent commercial coverage and 100 per cent political coverage. Environmental exporters will be exempt from the ordinary requirement that they pay a share of the first loss claimed under the policy.

Nissan in talks with Samsung on cars

By Michio Nakamoto
in Tokyo

Nissan, the Japanese car maker, and Samsung, one of South Korea's largest industrial groups, are in talks about a possible tie-up which would provide Samsung Heavy Industries with Nissan's technology in manufacturing cars.

Nissan said that it had been approached by Samsung about the possibility of transferring car manufacturing technology and that the two sides were still at the negotiating table.

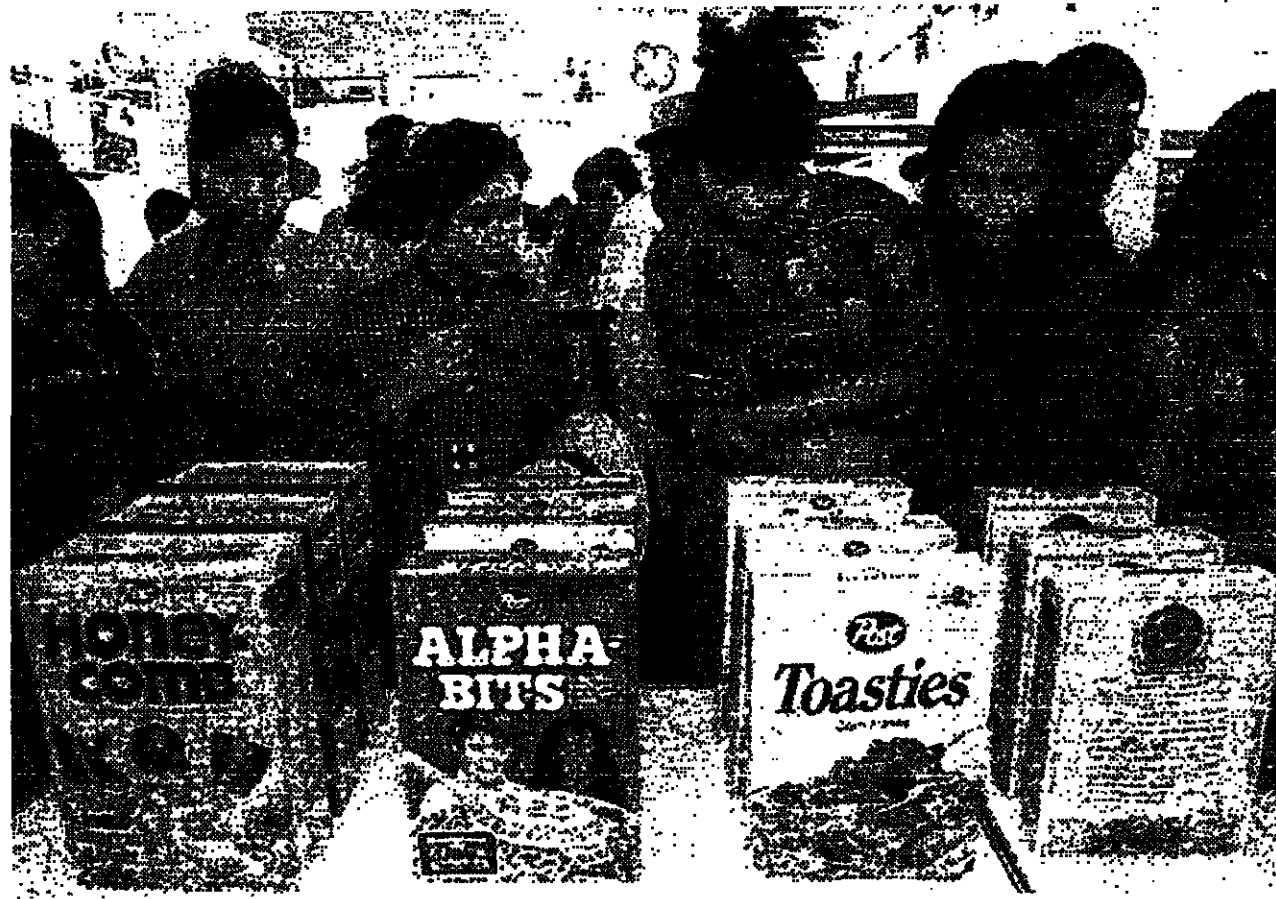
An alliance with Samsung would give Nissan a promising entry into the South Korean passenger car market, where the company has not been particularly active.

The company already provides Samsung with truck manufacturing technology and will start volume production of left-hand-drive trucks from the middle of this year.

Nissan has also had a tie-up since 1986 with Daewoo, through which it provides the Korean truck maker with technology for its commercial van, the Vannette. However, that tie-up will expire at the end of this year.

South Korea now ranks as the world's sixth largest car maker, after the United States, Japan, Germany, France and Canada.

Negotiations with Samsung, which is making a bid to enter the passenger car market in South Korea, hinge on passenger cars.



HOW THE OTHER HALF STARTS THE DAY: Vietnamera 94, the first US trade fair in Vietnam, opened yesterday in Hanoi

Amec to set up joint venture with China

By Alexander Nicoll
and Andrew Taylor

Amec, the UK construction group, has agreed to set up a joint venture which will build petrochemical, oil and gas production facilities in China.

The company's process engineering subsidiary yesterday signed an exclusive memorandum of understanding with Chinese Offshore Industrial Corporation, a state-owned shipbuilding group. The two companies are finalising joint-venture terms.

The agreement covers construction of on-shore petrochemical plants as well as offshore oil and gas production facilities for use in China.

The deal will also enable the joint venture to build advanced deep-water floating production vessels in China for sale worldwide.

Amec will contribute half the venture's costs. In return for enhancing its strategic position in the Chinese market, Amec will transfer technology for management of projects and engineering design.

Sir Alan Cockshaw, chairman, said: "Although technology transfer was an issue, it was clear that many key skills and abilities already exist in our partner's organisation."

The venture will develop a joint facility at Huang Pu shipyard in Guangzhou province in southern China, capable of building modules of up to 5,000 tonnes each. COIC also has the ability to build large floating production platforms at a 300,000-tonne dry dock in north-east China.

Amec is already building accommodation modules in partnership with COIC for Phillips Petroleum platforms in the South China Sea.

Amec is one of Britain's biggest manufacturers and service providers for the UK oil and gas industries. Demand for North Sea offshore platforms has fallen sharply in the past 18 months. Amec has been seeking to use its technology to expand abroad.

Technology is S Korea's price

John Burton on the terms of GEC Alsthom's high-speed rail deal

The gruelling eight-month negotiations by GEC Alsthom with South Korea to supply the Train à Grande Vitesse for the country's high-speed railway is evidence that foreign companies have to pay a high price for entering one of Asia's most protected markets.

South Korea is demanding extensive technology transfers from foreign companies hoping to win orders in industries ranging from telecommunications to defence equipment. This reflects Korean concerns that it is falling behind in technical development because it has concentrated on increasing its production capability at the expense of industrial research.

GEC Alsthom's willingness to meet Korea's technology requests and offer price and financing terms favourable to Seoul is considered the key reason it was selected for the prestigious \$2.1bn (£1.4bn) high-speed rail contract.

The TGV defeated the newer and more technologically advanced Inter-city Express offered by Siemens and Mitsubishi's older Shinkansen train.

The agreement concluded on Monday, will enable Korea to make the TGV on its own once it acquires full rights to the transferred technology in 2002 and sell it to other countries.

GEC Alsthom had to weigh the advantages of gaining its first beachhead in the potentially lucrative Asian market against allowing its consortium of Korean subcontractors - Hyundai, Daewoo and Hanjin - to become an eventual competitive rival.

"It's how the game is played," said Mr Philippe Jarrosen, deputy director of GEC Alsthom TGV project in Korea. GEC Alsthom at first resisted the extent of Korea's technology transfer demands, citing patent and intellectual property rights.

But the Anglo-French group

in the end agreed to provide design and manufacturing technology to enable the Korean subcontractors to produce key components valued at more than half the contract and provide them with the ability to upgrade the TGV system in the future.

Koreans' share of production is bigger than the 45 per cent share granted to Spain for its version of the TGV. Thirty-four of the 46 TGV trains will be manufactured in Korea.

The eagerness of Korean manufacturers to gain access to the technology provoked a dispute that threatened to wreck GEC Alsthom's contract negotiations with the government.

GEC Alsthom's selection of Hyundai Precision & Industry as head of the Korean consortium provoked a protest by Daewoo Heavy Industries, which feared that it would be

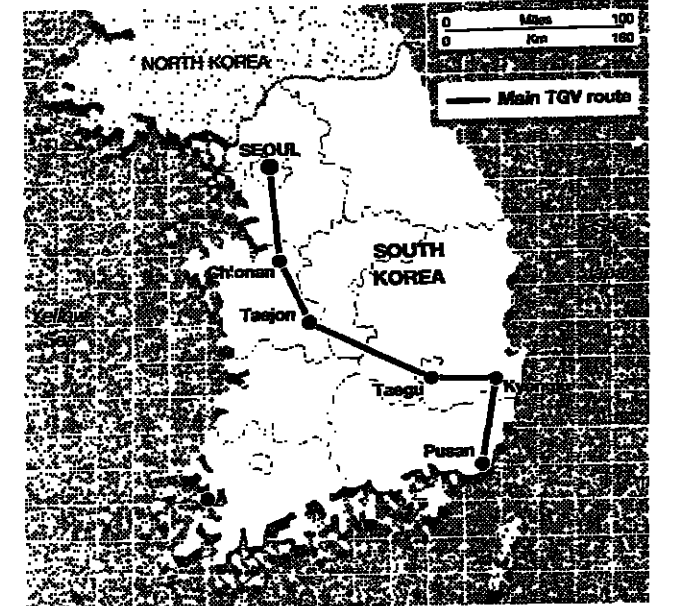
denied full access to the transferred technology if it remained a junior partner. Both companies will produce the TGV engines, while Hanjin will make the carriages.

Daewoo tried to stop negotiations last winter by filing a suit, claiming it had the right to be consortium leader since it was GEC Alsthom's original partner during the two-year bidding process against Siemens and Mitsubishi.

Daewoo agreed to join the consortium last month after the suit was dismissed and GEC Alsthom promised it would have equal access to the technology.

GEC Alsthom has also been forced to reduce substantially its bid for the TGV order from its initial offer of \$3.6bn in 1991 to the agreed price of \$2.1bn, which is \$270m below its final bid last year.

Korea was able to obtain the last-minute price cut by adopting a "stripped-down" train



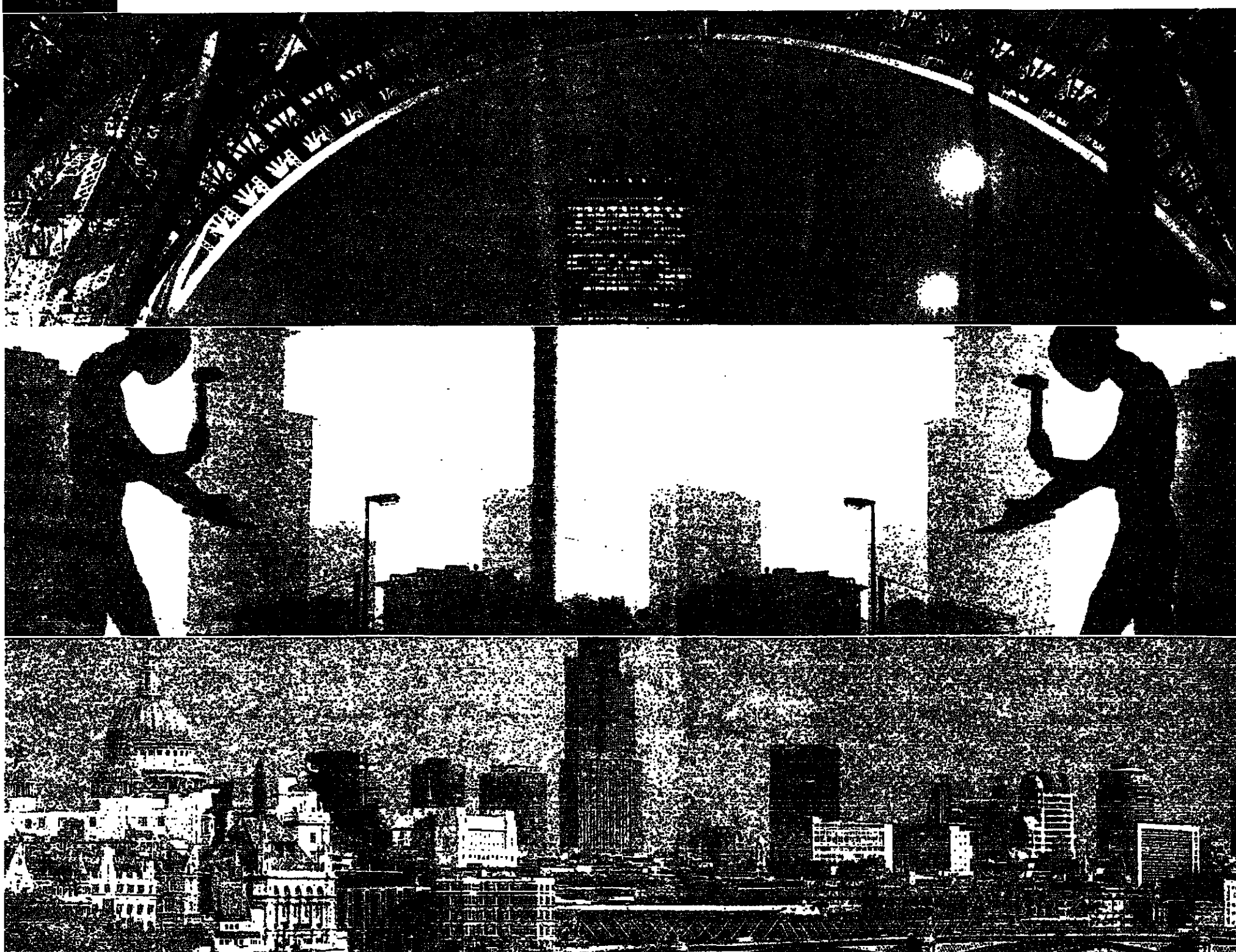
interior that is less comfortable than those on the European TGV trains, according to negotiators.

Mr Jarrosen denied that that was the case, but explained that cost savings were the result of Korea declining to accept "the optimum

range of features" that GEC Alsthom offered in its final bid price.

The TGV is due to go into full service in 2002 and link the country's capital of Seoul with Pusan, the country's second-largest city and its biggest port.

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UK retail sales growth boosts upturn

By Philip Cogan,
Economics Correspondent

Strong growth in UK retail sales in March was yesterday seen as further evidence of a buoyant economic recovery, prompting hopes of an early cut in base rates to diminish.

The volume of retail sales grew by 0.8 per cent between February and March, compared with market expectations of a 0.3 per cent increase. February's monthly fall in sales was revised to 0.3 per cent, from the 0.5 per cent earlier reported. The changes mean that the annual growth in sales was 3.8 per cent in March, against a revised 2.8 per cent in February.

Figures follow the decline in unemployment, announced on Wednesday and an upbeat survey from the British Chambers of Commerce. Mr John Major, the prime minister, told parliament that "we are poised for a long period of sustained, non-inflationary growth."

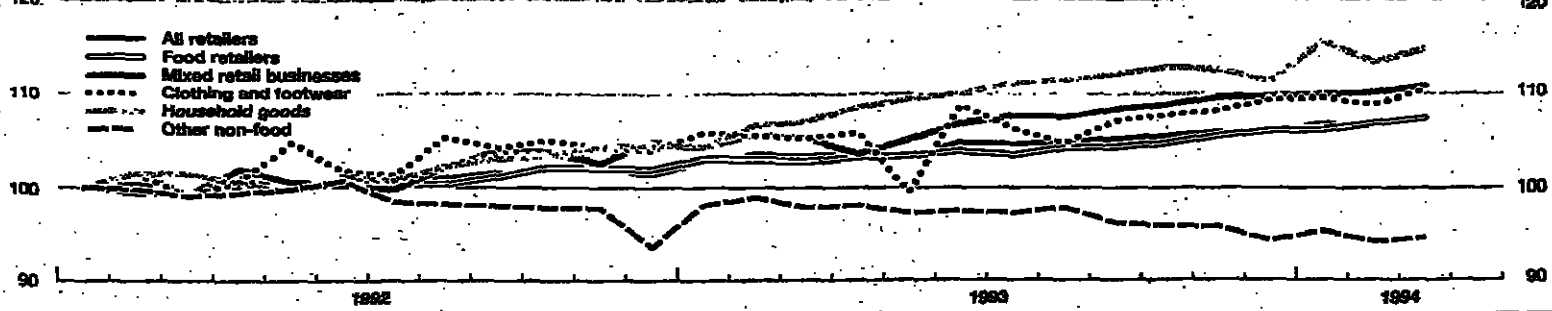
However, the strength of the economy appeared to reduce the chance that Mr Kenneth Clarke, chancellor of the exchequer, and Mr Eddie George, governor of the Bank of England, would agree to a further reduction in base rates.

"Combined with the other recent signs of robust recovery - manufacturing output, unemployment, business surveys - and the upward revision to average earnings growth in January and February, these figures mean that an early base rate cut is effectively ruled out," said Mr Adrian Cooper, UK economist at James Capel.

Consumers start to say yes to recovery

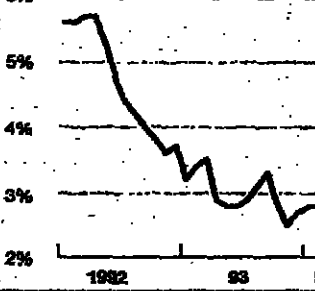
Retail sales volumes: household goods lead the pick-up

Seasonally adjusted, Jan 1992=100



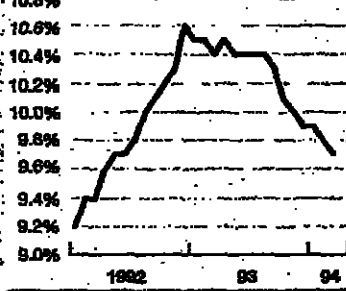
Inflation rate

Excluding mortgage interest payments



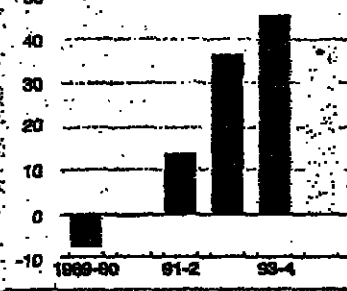
Unemployment

Seasonally adjusted



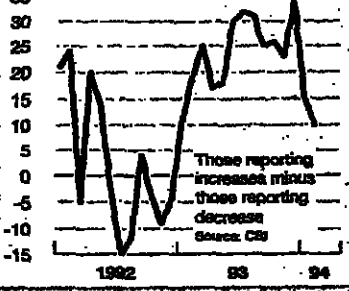
PSSR

* Government forecast



CBI retail sales

Balance in reports on volume of sales



The retail sales figures came as something of a surprise after the Confederation of British Industry's downbeat survey earlier this week. The survey indicated that annual sales growth in the retail sector in March was slow, as it had been in February.

Analysts said that Easter,

which straddled March and April this year, may have distorted the seasonal adjustment of the official figures. This may mean that sales will fall back this month when, in addition, the tax increases take effect.

Mr Hugh Clark of the British Retail Consortium said "The CBI results confirmed our views that March was an excel-

lent month for retail sales. Trading was better than might have been expected in the light of pending tax increases. The March trading results were additionally encouraging, bearing in mind the significant sums taken out of the economy through advanced payment of utility bills."

However, Mr James May, the

BRC's director-general warned that "although March turned out well, retailers are greatly concerned about the weeks ahead when the full impact of the tax increases will be felt by consumers."

Consumer credit and debit card spending on leisure activities grew strongly before April's tax rises but re-

tail spending growth slowed. The Credit Card Research Group said consumers spent a total of £12.67bn using credit and debit cards in the first three months of this year. That was 9 per cent lower than the amount spent in the previous three months but 16 per cent higher than the same period last year.

Britain in brief



Car output for export rises 5%

Car production for export rose by nearly 5 per cent in March, reversing six months of decline and providing another sign that Continental Europe's worst new vehicles sales slump since the Second World War is over.

Statistics issued jointly yesterday by the Society of Motor Manufacturers and Traders and Central Statistical Office also showed both car and commercial vehicle production in this year's first quarter to be up from year-ago levels.

The trend was described by the SMMT yesterday as "encouraging", particularly for the commercial vehicle industry. The UK truck and van market's recovery from recession has been slower and weaker than that for cars, and was badly affected by last year's slump on the Continent, in which commercial vehicle sales were almost halved compared with 1992. The statistics showed car output in March of 147,656, a 2.32 per cent rise on the previous March's 144,303. Output for export at 57,907 compared with the previous March's 54,966 - a rise of 4.76 per cent.

Reynolds rules out peace forum

The setting-up of an Irish peace forum, involving political parties from the Republic and Northern Ireland, has been temporarily ruled out by Mr Albert Reynolds, the Irish prime minister.

Opposition parties in the Republic have been pressing the government to establish the forum regardless of the Sinn Féin/IRA response to the joint declaration. But during a meeting yesterday between Mr Reynolds and the leaders of the three main opposition parties, Mr Reynolds avoided making any commitment to

the creation of the forum without the participation of Sinn Féin.

Lancer Boss jobs cut

Receivers for Lancer Boss yesterday announced 50 more redundancies at the UK lift truck maker's Leighton Buzzard plant in Bedfordshire, reducing the workforce to about 700. The cuts follow 19 made on April 10, two days after Mr Allan Griffiths and Mr Scott Barnes of Grant Thornton were appointed administrative receivers of Lancer Boss' UK operations.

Mr Griffiths also announced yesterday that he had reached agreement with the management of Jungheinrich, the Hamburg-based lift truck maker, on an ongoing trading relationship between Lancer Boss and Steinhilber Boss. Steinhilber Boss is Lancer's former German unit, which Jungheinrich acquired from the German receiver last Thursday.

ECGD status to stay for 3 years

The government has decided against changing the status of the Export Credits Guarantee Department for at least the next three years. Mr Michael Heseltine, trade and industry secretary, said that ministers had concluded, following a review, that ECGD's current status as a separate government department remained "best suited, in present circumstances, to the achievement of its aims and objectives."

Army in Rhine criticised

The National Audit Office has found serious accounting deficiencies in the rundown of the British Army in Germany. Missing items in the withdrawal included sub-machine guns, rifles, other automatic weapons, 80lbs of plastic explosive and 110 detonators. Some vehicles were also unaccounted for. Following internal enquiries the Ministry of Defence has concluded that no weapons have been physically lost.

Employers say works councils to cost £1m each

By David Goodhart,
Labour Editor

One of Britain's largest employers organisations yesterday raised the temperature in the debate about European works councils by claiming that they would cost UK multinationals at least £1m per year.

Mr John Monks, general secretary of the Trades Union Congress, further polarised the issue by accusing employers bodies of "betraying the long term interests of British busi-

ness" by backing the government on de-regulation and European social policy. According to Mr Graham MacKenzie, the acting director general of the Engineering Employers Federation, there are no caps on works council costs which will cost "in excess of £1m" per year.

The EEF calculates that at least 30 of its larger members will be hit by the legislation on works councils which is expected to become law by 1997. Overall about 100 UK multinationals will be affected.

"This is an enormous cost burden that companies in Europe will have to bear and that companies elsewhere will not have to bear," said Mr MacKenzie. Companies will have to cover the cost of travel, accommodation and interpreters, for at least one and perhaps several meetings per year.

Mr Zygmunt Tyszkiewicz, head of Unice, the European employers body, said that more important than the potential financial cost of works councils is the unquantifiable disruption to business decision-making.

"Works councils will slow down decision-making by at least three months", he told a meeting of the Involvement and Participation Association in London. He said that European employers could not stop the legislation but were involved in an important "damage limitation" exercise over the details.

Meanwhile Mr John Monks suspended his campaign to establish a less overtly political trade unionism with a bitter attack on both the government and the employers' organisa-

tion. He told the Scottish TUC that he was "disturbed" by recent comments from the CBI describing European employment initiatives as "risible and irrelevant" and said that the CBI was not speaking for industry "only for the bosses".

"A right to information and consultation would not have been irrelevant to the workers at Rover who found about the BMW takeover after the event while representatives of the German workers were consulted beforehand", he said.

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MANAGEMENT

Tony Jackson on the urgency behind the soap powder maker's launch of a new concentrate

Unilever in a lather



Niall Fitzgerald: 'This is an industry with several formidable competitors'

In the next few weeks, shoppers across Europe will be subjected to a barrage of publicity on the topic of washing powder. Well-known brands, such as Persil in the UK, Omo in the Netherlands and Via in Sweden, will suddenly appear in a plastic container instead of the familiar box. The pack will be smaller, but will cost about the same. Advertising will make familiar claims that the new version washes whiter, works at lower temperatures, is kinder to the environment and so forth.

For the owner of these brands, Anglo-Dutch giant Unilever, the hype will have more than the usual urgency. The launch is the culmination of 10 years' work and £100m of capital investment. It claims to represent the first real breakthrough in detergent technology for 15 years. Above all, it aims to make up ground lost by Unilever to its deadly rival, Procter & Gamble of the US, across Europe in the past five years; and if it is to succeed, speed is of the essence.

At the root of the battle is a shift in the market from conventional washing powders to concentrated powders. From a standing start in 1989, concentrates now have half the European market, with sales worth almost \$3bn.

As Unilever candidly admits, the shift caught it wrong-footed. "What took us by surprise," says John Taylor, European production manager, "was the rate the market grew at, and our inability to tool up to meet demand."

Procter & Gamble made no such mistake. As a result, its concentrates now outsell Unilever's by a factor of two in the UK, and by a handsome margin elsewhere in Europe. All the while, supermarkets are making inroads with own-label concentrates, and have grabbed 15 per cent of the UK market.

In struggling to address this, Unilever also had to modernise its internal organisation. Five years ago, it had some 18 operating companies across Europe, each with its own factories and products. Procter & Gamble, by contrast, was a late arrival in Europe in the early 1980s, and tackled the market on a pan-European basis from the outset. Its production was concentrated in fewer plants. The product was harmonised across countries and sold under a single brand name, Ariel.

As a result, says Niall Fitzgerald, head of Unilever detergents worldwide, "their cost structure was several percentage points below ours. On a business worth £1.4bn to us, that's a lot of money."

At the start of the 1990s, Unilever set out to close the gap. In a period of traumatic upheaval, its detergent operations throughout Europe were merged into a single business. Factories were closed and jobs were

axed. Unilever is now in a position to push a new product much faster through its new pan-European organisation: provided, of course, that it has the product.

Hence the new super-concentrated detergent. It has two chief characteristics: effectiveness at lower temperatures and less bulk. According to Unilever executives, 100g of the new Persil equals 125g of the old, or 155g of the equivalent version of Ariel.

The key is a combination of chemistry and process technology. Traditionally, powdered detergents

are made by mixing the ingredients with water, then drying the result in an enormous tower some 130ft high. This uses large amounts of energy and involves evaporating up to 30 tons of water an hour, producing a huge emission of steam mixed with volatile chemicals.

Unilever's new method involves no water, relying instead on a chemical reaction between the ingredients to drive the process. This, says Unilever, saves around 80 per cent of the energy cost, besides being more flexible and much less pollutive.

The new technology is being employed at just three sites around Europe: at Warrington in the UK, Mannheim in Germany and Casale in Italy. No other detergent producer is yet copying it. But Unilever does not expect to keep it to itself, since it is neither patented nor specific to the detergents industry.

The real technological edge, Unilever says, lies elsewhere: in a new catalyst, which accelerates the chemical reaction of the detergent and lets it work at lower temperatures. The catalyst hunts out the stain, then attracts the bleach in the detergent to it. Having set the bleach to work, it moves on to the next stain. It is protected by 34 patents; and, say Unilever executives, patent searches suggest that no one else is close to imitating it.

Switching to the new product is a formidable exercise, since it involves replacing old-style concentrate sales worth some £500m across Europe. The result is not lower costs, since the savings in non-water production will be offset by more expensive ingredients. But if nothing else, the product should have environmental appeal.

A machine-load of washing uses large quantities of energy, water and highly reactive chemicals to remove a few grams of dirt and release a lot of pollution. Since the new product uses less heat, fewer chemicals and less packaging, it can be promoted as ecologically virtuous.

Meanwhile, the new formulation will for the first time copy the Procter & Gamble approach in being physically identical across Europe. But if the powder is the same, the brands will remain separate. Unilever is slightly defensive about this. The sunk cost in brands like Persil and Omo, it says, far outweighs the marginal savings that would be gained from unified advertising.

The chief priority, though, is to roll the new formulation out as fast as possible. By the end of the month it will be in the UK, the Netherlands and Switzerland. Next month it will be across Scandinavia. "This is an industry with several formidable competitors," Fitzgerald says. "Technological change is short-lived. The premium comes from exploiting it very rapidly. In Europe, we need to whip it through the structure at great speed."

If this sounds alarmist, Unilever can remind itself how quickly it fell behind the last time. Another of its senior executives puts it bluntly: "The old high-suds powders for hand washing had a lifetime of 60 or 70 years. The low-suds powders, which arrived in the 1960s had a life of 20 years. Detergent liquids lasted seven years. The first phase of concentrates has lasted five years. This is the next phase."

CHRISTOPHER LORENZ

Time has come for a revolution in style



The redoubtable Percy Barnevik has achieved many feats in his six years at the helm of ABB, the Swedish-Swiss engineering multinational. He has shown how an organisation of more than 200,000 employees can be run - "steered" would be a better word - by a head office of only 150 people, and with remarkably few management layers.

He has demonstrated that "matrix management" - in which people report to two or more different bosses - can be made to work in spite of having suffered 20 years of abuse. And he has been lionised as a model of how to lead change.

But never before has he been held up as evidence that one of the most fundamental organisational theories of the 20th century is at best inadequate and at worst redundant, and that a new "managerial theory of the firm" is required in its place.

At business schools, the established theory goes by the name of the "M-form". Formulated in 1962 by Harvard's Alfred Chandler, the father of modern strategy and organisation studies, it argued that most large companies could manage their strategies effectively only if they adopted a multi-divisional organisation structure - the so-called M-form.

This was not only because of the structure itself, but also because of the management doctrine that went with it: it defined a new set of roles which emphasised the decentralisation of responsibility to operating divisions whose activities were planned, co-ordinated and controlled by a strong corporate management.

The top management also made what Chandler called the company's "entrepreneurial decisions" about resource allocation.

Then in 1970, Joseph Bower, also from Harvard, published a study of business planning and investment decision-making, which combined Chandler's focus on strategy and structure with a study of managerial behaviour. It gave more credit than Chan-

dler had to the roles of front line and especially middle managers. Bower concluded that it was the middle, rather than the top, which managed not only the organisation's information flow, but also most of its business planning and resource allocation.

Bower's study was a big step forward from Chandler's work. But both men saw the allocation of physical and financial resources as the main task of management.

Which is where Barnevik and ABB come in.

ABB is one of 19 companies around the world whose changing organisational and managerial styles have been studied over the past five years by two business school professors, Christopher Bartlett of Harvard and Sumantra Ghoshal of Insead. The other companies include AT&T, Intel, Nike and 3M in the US, Bodyshop, Car-

It transforms the role of - drastically slimmed - middle and senior management

Alfred Chandler and Shell in Europe, and Canon, Kao, Komatsu and Toyota in Japan.

The first of several papers based on this work, using ABB as its main illustration, is about to appear in Strategic Management Journal under the title of "Beyond the Mother-Form".

As with much practical management literature today - in contrast with many academic studies - the paper concentrates on informal management styles, patterns and procedures, rather than on the formal organisation. In formal terms, ABB is not too different from Chandler's model. But in most other respects it is poles apart, as are many of Bartlett and Ghoshal's other study companies.

For a start, most of them consider the development of specialist knowledge and expertise and their dissemination across the company as far more significant in competitive terms today than the issue which preoccupied people in the 1960s and 1970s: the

allocation of financial resources. But knowledge is far harder to handle. If a large company is to manage it effectively, it must develop what the duo terms a "horizontal integration process" which changes considerably the role of management at every level.

In particular, it transforms the role of - drastically slimmed - middle and senior management at ABB and elsewhere from power-broking, control and information-processing up and down the organisation, to a cross-company one of coaching and technology and skill-transfer. The middle manager becomes a leading agent in the process of continuous "organisational learning".

This change of role is reinforced at ABB by all sorts of mechanisms. These include the division of the company into 1,300 units which are too small to have a full range of specialist skills, and therefore have to borrow and learn from each other.

Meanwhile, top management's role changes from the allocator of resources and resolver of conflicts to what Bartlett and Ghoshal call "creator of purpose and challenger of the status quo". This includes stimulating a process of continuous corporate renewal.

These concepts are brought to life in the paper by an analysis of the roles and relationships of particular managers at each level in ABB's electrical relays business.

This approach should help clear Bartlett and Ghoshal from potential criticism that they are, in essence, providing an academic formulation of what business people already recognise as the new realities of management.

Barnevik and his ABB colleagues may be among the pioneers, but most managers are still stuck with an outdated view of the nature of organisations, and of their own roles within them.

As Bartlett and Ghoshal put it in a previous paper, first-generation managers are trying in second-generation organisations to operate third-generation strategies. The mismatch is obvious.

*S&M Winter 1993 Special Issue (published shortly). Details: fax (US): 317-463-6746

PEOPLE

Three heads picked for Roscos

The names of three key people involved in the privatisation of British Rail were announced yesterday in the shape of the managing directors of the companies which will lease rolling stock to the train operators.

The three rolling stock leasing companies or Roscos will acquire a mix of BR locomotives, carriages and wagons and lease them to the operating companies. If the train operators want to renew their fleets they would probably lease them through one of the Roscos.

Management buy-out teams and other potential bidders for BR franchises have been waiting for details of the Roscos for several months. The April 1 launch date for BR privatisation came and went without any further information emerging.

Questions on the likely cost of leasing to the train operating companies have still to be answered but the announcement of managing directors marks an important step forward.

Tony Roche, 50, a railman with 30 years' experience and a former deputy managing director of Network SouthEast, has been appointed managing director of the Eversholt Train Leasing Company, which is based in London. Roche, who has worked on the mechanical engineering side of BR, has played a key role in creating

the Roscos.

His two fellow mds both have a background in the equipment rental and leasing sectors. Brian Hassell, chief executive for the past two years of Motability Finance, which leases cars to the disabled, assumes command at London-based Angel Train Contracts in June. Hassell is a past chairman of the Finance and Leasing Association.

Sandy Anderson, managing director of TIP Trailer Rental for the past six years, takes over at Sheffield-based Porterbrook Leasing Company in July. Before joining TIP 12 years ago he was a terminal manager for Freightliner, BR's container handling subsidiary.

Armstrong leaves Leigh Interests

Robert Armstrong has quit as managing director of the waste services company Leigh Interests. His departure is believed to be the direct result of the appointment of Shaun Bowden as chief executive last November, a post for which Armstrong had been considered a strong candidate.

Arthur Kent, finance director, rejected suggestions that Armstrong's departure had been acrimonious. "The board just got a little top-heavy," he said. "After discussions it was agreed he would pursue other interests." Armstrong had been central to Leigh's efforts to improve the group's quality standards, Kent said.

Armstrong had been with Leigh for 15 years, working his way through the ranks of the environmental division. Four years ago he was promoted to the main board when Malcolm Wood, the then-chief executive, assumed the additional role of chairman. Wood died last year, after nominating Bowden to the chief executive's post.

Leigh is believed to have embarked on a substantial cost-cutting exercise in recent weeks. Some 15 other senior management jobs are thought to have been cut. The group is expected to clarify its future strategy when the results are published in early June.

Moulton joins Apex Partners

Jon Moulton, founder and managing partner at Schroder Ventures until he resigned in February, is to join Apex Partners as a director.

Moulton left Schroder Ventures after a disagreement over strategy; Schroders had tried to impose tighter controls over the venture capital group.

The high-profile Moulton developed a reputation for doing large management buy-out transactions at Schroders, among them Parker Pen Group and RJM Mining. Though this is an area in which Apex has had limited experience, it has set out its stall as a venture capital group that hires industry experts to bring market knowledge to the boards of the companies in which the group invests.

It also says it has a very hands-on approach to its investments - an approach many venture capitalists have not taken when investing in large buy-outs.

Apex says that Moulton, on the other hand, shares its hands-on investment philosophy. His appointment would strengthen Apex in an area the group had been thinking of expanding into for some time.

Before founding Schroders, Moulton was with Citicorp Venture Capital in London and New York.

Moulton will be one of 11 directors at Apex.

Bodies politic

David Lowe, formerly managing director of the London division of Securiguard, has been appointed chief executive of BRADFORD & DISTRICT Training and Enterprise Council.

He succeeds Simon Cheema who recently resigned from the role following an internal investigation. Cheema has now joined Public Sector Software, which develops software for the public sector.

Philippe Peron has been appointed executive director of EURO CHLOR.



Jan Fletcher, whose interests range from a car dealership to a fish and chip shop, has won the 1993 Verve Cleverest Business Woman of the Year award.

The Leeds-based Fletcher Group, of which she is chairwoman, has franchises for Peugeot, Rover, Volvo, Citroën, Ford and Saab. She also has property interests and investments, and last year she branched out in a small way into publishing, investing in the Leeds TV Express. She will shortly be launching the Harrogate TV Express.

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COMPANY NOTICES

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Notice is hereby given that:
(a) by a Special Resolution dated 18 April 1994 the Company has approved a payment out of capital for the purpose of acquiring 20,000,000 of its own shares of £1 each at 25p per share ("the Shares");
(b) the proposed capital payment for the Shares is £5,000,000;
(c) the Statutory Declaration and Auditors' Report required by Section 173 of the Companies Act 1985 are available for inspection at the registered office of the Company at Post House, 1 Commercial Street, Bradford, West Yorkshire BD1 4AS; and
(d) any member of the Company may at any time within five weeks from 18 April 1994 apply to the Court under Section 174 of the Companies Act 1985 for an order prohibiting the payment for the Shares.

THE HONGKONG AND SHANGHAI BANKING CORPORATION LIMITED
PRIMARY CAPITAL UNDATED
FLOATING RATE NOTES
Notice is hereby given to the holders of these notes that copies of the Annual Report and Accounts of the Bank and of its parent company, HSBC Holdings plc, for the year ended 31 December 1993 are available from the Group Public Affairs Department, 101 Lower Thomas Street, London EC3R 6AR.
22 April 1994

TECHNOLOGY

Della Bradshaw looks at the therapeutic benefits of using a 'sophisticated' toothpaste

The chance to shine

An old-fashioned scouring agent which has cleaned up in the American personal care market is making a comeback in Europe as the latest high-technology ingredient in toothpaste.

Toothpaste containing bicarbonate of soda, or baking soda, accounts for 25 per cent of the US toothpaste market. Now European consumers are being given a chance to go back to basics and sample the delights of scrubbing with baking soda, the crystals which conventionally have been used to ensure that boiled cabbage stays green or to deodorise refrigerators.

US brand leader Arm & Hammer, whose parent company Church & Dwight of Princeton promotes itself as the baking soda company, making everything from industrial cleaners to cooking ingredients out of the crystals, entered the UK market in January this year.

Following the brand's "Wow!" television advertising campaign, which began last month and concentrates on the taste sensation produced by brushing with a baking soda paste, demand has been phenomenal. "We reached three quarters of the month's

forecast sales in a week," reports Melinda Bowles, marketing assistant at Foodbrokers of Portsmouth, which distributes Arm & Hammer toothpaste. "We sold a third of our month's total in a single day."

Arm & Hammer is not being allowed a free run in Europe, however. Elida Gibbs launched its Mentadent bicarbonate of soda brand in Italy in November.

The whirring sound of the dentist's drill may soon be little more than an echo from the past for millions if a dentistry technique being promoted by the World Health Organisation catches on.

Its novel approach to cavities, or dental caries as they are known to dentists, involves cleaning them with simple hand-held instruments and then filling them with an adhesive material. The material used is glassionomer, which sticks to the teeth and releases fluorides to help protect against future cavities.

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Gibbs, which manufactures the Mentadent brand. He does not believe its popularity will reach the same heights as in the US, however, where baking soda toothpaste has strong historical connotations and is even rumoured to have helped the Yankees win the American civil war. Nevertheless, Elida Gibbs is planning to spend \$3.2m on promoting its new toothpaste this year.

Baking soda toothpaste is the latest in a rush of new toothpaste brands to hit shelves over the past two years, each claiming to be technologically more advanced at preventing tooth decay and controlling plaque.

The launches have followed the realisation by the pharmaceutical companies that although the market for toothpaste by volume is static - consumers still brush only twice a day - the growth in awareness of dental hygiene has meant that people are prepared to pay a premium price for a technically superior toothpaste.

"Consumers are now looking for more therapeutic benefits and so are trading upwards," says McNicol. The result is that though volume sales remain steady, in terms of value the toothpaste market is growing by 7 per cent a year overall. As a result, the UK toothpaste market is expected to be worth £215m in 1994.

The demand for advanced protection - the latest night action, tartar control and baking soda pastes - is growing even more quickly and is predicted to grow by 21 per cent this year.

The therapeutic benefit of bicarbonate of soda claimed by toothpaste makers is that it helps to neutralise the acids produced by the growth of plaque, the complex microbiological community which builds up on the tooth surface. Neutralising the acid prevents it attacking the tooth surface and causing decay.

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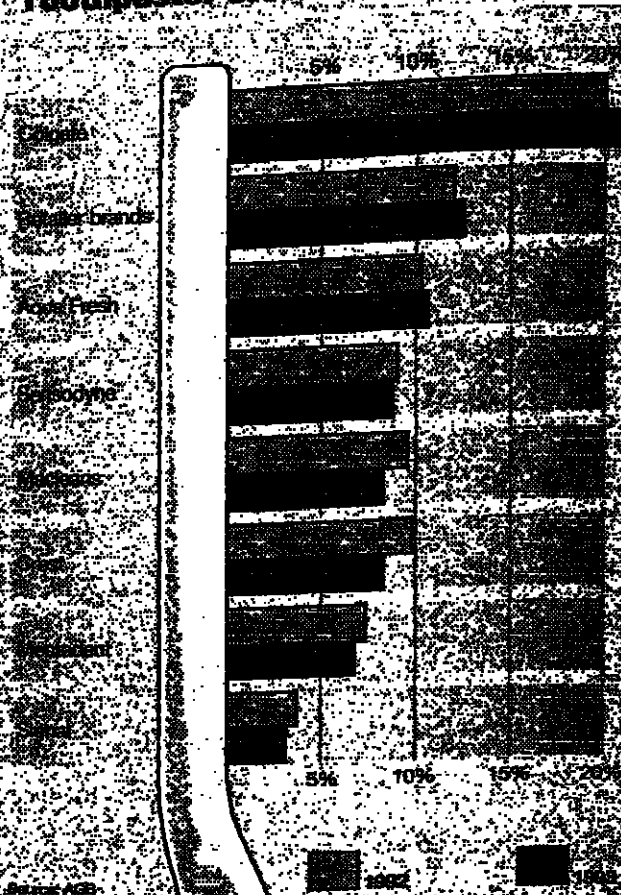
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Toothpaste: UK market shares



"It's therapeutic in that it balances the acid and it's cosmetic in that it fulfils the need for a strong taste. So it's addressing both the primary and secondary needs of the consumer."

Not everyone will find the powerful salty flavour of baking soda toothpaste to their liking. "It's difficult to use in the morning for the first few times, particularly after a heavy night," admits Bowles. But, she says, consumers who persevere soon refuse to use anything else.

Perhaps surprisingly, in spite of its gritty taste, baking soda is the mildest ingredient in toothpaste except water.

Arm and Hammer has two strengths of paste, a green minty gel which contains 29 per cent bicarbonate of soda, and a white opaque paste which contains 65 per cent. The Mentadent brand contains 10 per cent bicarbonate of soda, and the manufacturer has added a strong minty flavour to try and mask the salty taste.

Both brands contain fluoride, which toughens teeth against decay and which is a general ingredient in toothpastes. The Mentadent paste also contains triclosan, an anti-bacterial agent which reduces bacterial growth and inhibits the metabolism of plaque.

If baking soda toothpaste is the European flavour for 1994, 1993 saw the launch of several high-tech toothpastes designed to persuade the consumer to trade upwards. There were pastes which combined cleaning agents with mouthwash and others which claimed to work all night, inhibiting plaque formation and so reducing decay, by working long after the consumer has stopped brushing.

Mentadent Night Action Toothpaste, for example, which took more than 18 months to develop, is formulated with a base of calcium carbonate rather than the traditional silica. As well as acting as a physical cleaning agent the calcium carbonate also helps to neutralise the plaque acids because the chalky substance is retained in the plaque and so reduces further attacks.

At night the flow of saliva is halted so the active ingredients delivered by the toothpaste in the late night brushing are not washed away, aiding the process.

According to McNicol, the real acid test of whether such developments work is whether the consumers are convinced. "If consumers weren't believers then I don't think they'd buy the products."

SOMEONE INFLUENCES MODERN DUTCH PAINTING MORE THAN REMBRANDT, VAN GOGH AND MONDRIAN PUT TOGETHER.

A new school of thought is sweeping through modern Dutch painting. Its influence can be seen in a change of technique from the most inept of handymen to the skilled master. What's more the whole movement now has the backing of the Dutch government.

A country, famous for centuries for its painters, is today earning a new reputation for recycling its paint. When the Dutch redefined paint waste as a hazardous material, we co-operated with the environmental authorities, to design, build and operate a plant to treat it. With our help, Dutch

painting has now entered its green period. The paint waste treatment facility, at Moerdijk,



opened in early 1993 and is the only one of its kind in Europe. At present, it handles 24,000

tonnes of paint waste a year - 40% industrial waste, and the rest household or municipal.

So how does it work? Let us put you in the picture.

Whole cans of paint, full or empty, are shredded and recyclable materials such as plastics and metals (which are resold as scrap) are reclaimed;

and the paint waste is mixed with a solvent to produce a fuel that can be used in cement kilns and industrial incinerators.

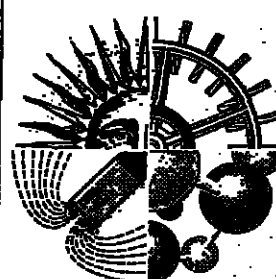
During a year, we can expect to recover around 15,000 tonnes of fuel. In equivalent terms, that's enough power for around 3,000 homes. As recycling facilities go, the Moerdijk paint waste plant is state of the art. But, then again, the Dutch have always known how to handle their paint.



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Worth Watching · Clive Cookson



Robot-selected gene colonies

The International Human Genome Project - aimed at mapping and identifying the estimated 100,000 human genes - is stimulating rapid advances in laboratory automation. The latest comes from a collaboration between the Imperial Cancer Research Fund, a London-based charity, and two UK companies: Linser Drives of Rayleigh, Essex, and Genetix of Christchurch, Dorset.

The three partners have developed a robotic system to help scientists produce the huge numbers of cloned cells required for genetics research. The system locates clone colonies growing on culture plates with a CCD camera. It then "picks" healthy-looking colonies with a block of 96 spring-loaded pins and moves the cells to dishes for further growth and analysis.

Linear Drives: UK, 0268 770496

Fishing for medical clues

The lamprey, delicacy of medieval monarchs and among the most primitive of fish, is the model for an ambitious computer simulation project funded by the UK Biotechnology and Biological Sciences Research Council and headed by Thelma Williams at St George's Hospital Medical School, London. The idea is to simulate the detailed interaction between nerves and muscles, the rest of lamprey's body and water, which produces its characteristic eel-like swimming motion.

The lamprey's anatomy and nervous system are simple and well understood compared with more advanced animals. Nerve cells in its spinal cord generate rhythmic neural

patterns, which activate muscles to contract alternately on opposite sides of the fish, without commands from the brain.

The ultimate aim is to provide more general information about the way animals move. This would help to modernise medical progress in treating locomotive disorders.

BBSRC: UK, 0793 414668

Fresh as the day it was picked

Apple growing is a competitive business. English growers, facing tough foreign competition, need to be sure that storing fruit does not harm its quality, Andrew Fisher writes.

To improve storage of fresh produce, Eastern Electricity, the UK power company, is pioneering a technique which uses nitrogen to help establish the right atmosphere. It will work with Domnick Hunter, the water and gas filter specialist, to produce generators for this market. The portable nitrogen generator was designed by Eastern Electricity and developed at the Industrial Energy Efficiency Centre, partly funded by the company. In the controlled atmosphere of a refrigerated warehouse, the fruit continues to ripen. If the building is less than air tight, the sudden rise in oxygen content accelerates deterioration. The nitrogen prevents this.

Eastern Electricity: UK, 0473 553416

Breaking the language barrier

Companies in Europe's £140bn energy and chemicals processing industry want to communicate more efficiently, but their differing computer and software systems make this difficult. CADCentre of the UK, an engineering database specialist, is developing software to overcome this problem, Andrew Fisher reports.

The idea is to ensure that data remain reliable as they go through stages in the life-cycle of a process plant, from design and construction to operation and maintenance. CADCentre: UK, 0223 314943

ARTS

Evans of the Ashmolean

Arthur Evans, excavator of Knossos, is a Victorian hero who did not die until 1941, soon after hearing that the Germans had captured Crete and installed themselves in the Villa Ariadne, his house at Knossos.

Evans is important not only for uncovering the sophisticated early civilisation of Crete and working out by 1906 a history of the Minoans that still holds today, but also for the Ashmolean Museum in Oxford which, without him, would not be the elegant, erudite museum it is such a pleasure to visit today.

Arthur Evans: *His Life and Times*, at the Ashmolean until August 21, is the right tribute in the right place to a remarkable man and a delightful vignette of Victorian and Edwardian England.

Gerald Cadogan pays tribute to the remarkable man who brought the Minoan civilisation to light

An eternally curious man, he was an able numismatist - being short-sighted was a help - and his archaeology covered Europe and the Mediterranean. One speciality was the Yugoslav coast and Bosnia, where he had reported for the Manchester Guardian, as an uncompromising Gladstonian champion of the locals, on the fight for freedom from the Ottomans and the Austrians. He lived for a while in Dubrovnik, where he was imprisoned by the Austrians. The ethnic/religious map of Slav territories he prepared in 1913 for the Balkan Committee is still sadly apposite.

In Oxford he "re-founded" the Ashmolean. The exhibition comes 110 years after he became its Keeper (and a century after he first visited Crete to try to discover its early scripts, little imagining that the task he started six years later would be to uncover a civilisation). Evans had the luck to be born into a clever, rich family. His father, Sir John Evans, was himself a distinguished archaeologist (as his younger sister Dame Joan Evans also became), who knew Charles Darwin and Augustus Henry Lane Fox (later Pitt Rivers), and who

applied evolution to the development of human technology. It was a heady, intellectually exciting world, helped - as so often in the period - by some money. His mother was a Dickinson of the family that made paper at Nash Mills in Hertfordshire.

As Keeper of the Ashmolean his triumph was to bring the old museum collections (in the building that is now the Museum of the History of Science) over to the splendid University Galleries of Charles Cockerell, to be primarily a teaching and research collection of art and archaeology, of which a library was an essential part. Not that Benjamin Jowett, Vice-Chancellor of the University and Master of Balliol, thought it a good idea. Evans had a mighty battle with him, which he won with the help of a major backer, CDE Fortnum, of the grocers in Piccadilly, produced collections (of majolica, bronzes and rings) and funding.

A decade later Evans's single-minded determination was again essential to buy the site of Knossos from a multitude of peasants, and drive the dig of a large, complicated site which the prehistoric Cretans had occupied for over 2000 years.

Today the Ashmolean is a great museum with many marvellous pieces, such as its Old Master drawings and its Athenian pottery. Its Cretan collection is the best outside Crete, and its library is envied across the world. And I have found over the years that its staff are singularly helpful, and ready to share their knowledge - which art historians and archaeologists know is a great compliment.

But, as Evans knew, continuous improvements need space and funds. Behind Cockerell's facade and main galleries the building is a rabbit warren. Much of the ancient pottery lurks in a "Sunken Court" in the middle of the building which is closed to the public. It is the only space in the building that is left to develop, by contrast with the British Museum which is about to gain a windfall when the British Library leaves the vast Reading Room.

The director, Professor Christopher White, plans to install four floors in the Sunken Court. In this basement, Cockerell made an impressive undercroft with Doric columns. Now used as a workshop, it will become a restaurant (much needed), with a new lecture theatre and space for the growing education service. The ground floor will have a new entrance to the museum and a new shop (with displays kept low to preserve Cockerell's design), and



The late Sir Arthur Evans, past Keeper of the Ashmolean Museum, with the Throne of Minos

will lead into the Randolph Gallery. Refurbishment has made this hall of sculptures a 19th-century joy, where the steam-cleaned statues stand out against raspberry walls. At the end of the gallery the main staircase has also been redone as a handsome approach to the first-floor picture galleries of Western Art.

The most obvious change will be outside, where the patches of grass will make way for a piazza of York stone, with the steps from the street slightly set back and Cockerell's

original balustrade reinstated. The architects are Stanton Williams. A still anonymous donor is funding the cost of around £4.5m.

As part of the Campaign for Oxford, the appeal for the Ashmolean has raised £2.67m in gifts or promises to date. Already, 12 galleries and the stairs have been redone. Dietrich and Joyce von Bothmer are paying for two antiquities floors in the Sunken Court. The Clare Foundation has endowed the Education Office. Sir Arthur would approve. A

hundred years ago after he returned from the first visit to Crete that changed his life, the objects were moved from the old Ashmolean to where they are now. It took from August to November. The most precious pieces went in hand-carts.

The exhibition continues until August 21. The Ashmolean has just published *Before Knossos... Arthur Evans's Travels in the Balkans and Crete* by Ann Brown (£12.95, £7.95 pb, 86 pages)

Theatre/Martin Hoyle

A 'Hamlet' à la Fellini

On a glass pedestal a silver trunk of the sort used by music-hall magicians revolves slowly to the sound of crashing surf. A magician indeed appears, top-hatted and caped, with his assistant, a red-plumed showgirl. A bluesy trumpet plays.

Out of the trunk a young man is winched in harness to dangle over the stage. Another figure emerges, a child in topcoat and stove-pipe hat, the Artful Dodger impression countered by his air of innocence and the white flower in his buttonhole. This is Horatio.

The ghost is a ventriloquist's doll carried round the stage by the magician. Hamlet (yes) is winched down. Lights, a blast of circus music, and in troops the court of Elsinore. What does that jaunty minor-key strut evoke? Why is this faintly sleazy glitter, that sinister invitation to fun, familiar? Of course: Federico Fellini. If the late Italian movie director had filmed *Hamlet* it would have come out as something like Julia Bardsley's adaptation at the Young Vic.

Bardsley's short regime has had a rough ride. I suspect this Shakespearean

extravaganza will suffer from the downward roll. A shame, since the production is brave, bizarre, imaginative, hallucinatory, sometimes irritating, often poetic. As one who has appraised more great Danes than a judge at Crufts, I was kept alert and intrigued throughout.

They give us variations on the theme, perhaps, rather than the play itself. But what production has ever given us every aspect of *Hamlet*? The text has been cut and shuffled (the most annoying detail being Hamlet's substitution of "prayers" for "orisons" as if that would puzzle us more than the rest of these goings-on), and characters are omitted, with much fascinating double-casting.

Rosencrantz and Guildenstern are played by one man carrying a life-size dummy, initially both sporting identical orange bowlers and Groucho Marx spectacles. Natasha Pope plays Ophelia

and Gertrude. She lacks the vocal weight for the faintly floppy queen (red bouffant, vivid lipstick), but the image of Ophelia's mad scene evokes a blend of punk and pre-war Berlin cabaret, as she belis "How should I your true love know?" into a mike. She cuts a vaguely expressionistic figure, a frowsy version of Wedekind's Lulu perhaps, in her clinging fur-hemmed frock and clown's blue and white banded knee-socks.

Claudius' bottle-green suit, glasses and crown sustain the circus motif. Boyd Clark's disconcerting facial mixture of David Mellor and the Chancellor of the Exchequer adds conviction to this *homme moyen sensuel's* dabbling in political waters too deep for him. And of course one actor plays Polonius and Laertes, father (pink coat and fez) and son (purple coat).

The production's emphasis on the individual's duality, internal and

external character (which offers after all an explanation of Hamlet's anguished dithering), prompts two set images: the play scene when lust and murder are enacted by dolls, then taken over by their human counterparts as a rock score pounds and a red-nosed Hamlet leaps around, ape-like, urging them on and Rosencrantz and Guildenstern, now pig-faced, fondle each other.

More moving is the prince's address to the players, here a pile of dolls, and the actor he begs a speech from: the doll is a beautifully-made miniature of Hamlet himself who obliges (with his master's voice) not with *fibula* but "To be or not to be". This leads straight on to Hamlet in *propria persona* bursting out with "Oh, what a rogue and peasant slave", here the levels of artifice blur: what or who is he reacting to? Come to that, who is the master puppeteer-ringmaster

magician-ventriloquist behind each character? The old enigma of Hamlet's determinism is still unsolved.

Rory Edwards prettys, haggard, through the title role, a neurotic wreck from the start (pullover with ape-length arms, bare feet), within an inch of genuine madness. Unless, as in *The Cabinet of Doctor Caligari*, the whole court is an asylum. The final duel is almost perfunctory, slow motion lunging over the central pedestal, the lines sounding flatter as if a clockwork mechanism were running down.

The manipulative magician (shades of *Lulu's* Ringmaster) and his assistant (in fact Bardsley and her designer Aldona Cunningham) pay the play the compliment of refusing to treat it as a museum piece but something alive and resilient to bounce ideas off. Nothing is taken for granted: surprises continue to the very end when, in response to "The rest is silence" as Hamlet wanders off, the child Horatio delivers the last lines in deaf and dumb language. Check.

At the Young Vic (071 928 6363)

Opera/Richard Fairman

More myth and power from Weir

Over and over a bird sings "Far away and long ago" at the start of *Blond Eckbert*. Like another woodbird in Wagner, she is introducing a tale of murder and incest from the romantic world of German folk stories, where huntsmen rove the forests and everybody fights through a dense undergrowth of Freudian subtext - though there the similarities end.

It is a coincidence that there are two new operas concerned with the power of myth in London at the moment. At Covent Garden Harrison Birtwistle's *Gawain* is an epic on a monumental scale. *Blond Eckbert* by Judith Weir, given its premiere by English National Opera on Wednesday, is shorter and sharper, an evening that says what it wants to say and no more. Weir, after all, did start with a 15-minute opera with a cast of one. She is not a composer who likes to waste one's time.

On the face of it the plot is simplicity itself. (Weir has made her own libretto from the original short story by the 19th-century Ludwig Tieck.) Eckbert and Bertha, following on from the similarly-named Siegmund and Sieglinde before them, are not only husband and wife, but brother and sister. The climax of the tale is the revelation of this truth, but tantalising shafts of light are shone into the characters' psyches along the way.

Like the Birtwistle, *Blond Eckbert* is a story of self-discovery. Where *Gawain* goes out into the world to explore who he is through a ritual series of trials, Eckbert retreats within himself. He traces the roots of his personality back to his childhood and what he finds is rejection (definitely), child abuse (possibly) and a life of utter, insupportable loneliness.

This must sound awfully gloomy, yet the opera is anything but. Weir is a quick-witted story-teller, who recounts events with a wry smile creeping across her face. The music never takes two minutes to describe what it could in one,

sketching the characters deftly, painting the mood with a flick of the brush, a few glinting colours enough to suggest the danger lurking in the fairy-tale forest before the murder. The lightness of touch is reminiscent of Stravinsky's *Le Rossignol*.

Perhaps one would like to feel a bit more for poor Eckbert. No matter how much he suffers, the music refuses to get involved, leaving Nicholas Foulwell no channel through which to broadcast his feelings. He and Bertha taken by Anne-Marie Owens, remain the playthings of Weir's detached observations. Three subsidiary characters were well taken by Christopher Ventris. Nerys Jones's bird flew with more poise than she sang. All seemed reasonably confident under Stan Edwards's musical direction.

The lesson that Weir has learnt from Britten among others is that the most probing operas are often the simplest on the surface. Unfortunately Tim Hopkins (producer) and Nigel Lowery (designer) seem to have set out asking, "How shall we show that nothing you see in this opera is what it seems?" "How about some film or some shadow puppets?" "Or funny walks for the characters?" "Or any drop-curtains and plenty of them?" "No - it might be boring. We'd better give them the whole lot". And so they do.

When *Blond Eckbert* circulates, as it surely will (Sasha Fe already has it booked for this summer) it asks for a production with the same sleight of hand as its composer's. Next time I would like to see the opera in a smaller theatre, where every word can be heard, every nuance savoured. For those who want to feast on new opera, *Gawain* is the main course, *Blond Eckbert* a sorbet to cleanse the palette. Weir herself is well on course for an operatic rosette.

Seven further performances at the London Coliseum ending May 18



Blond Eckbert: Nicholas Foulwell in the title role

INTERNATIONAL ARTS GUIDE

EXHIBITIONS

AMSTERDAM Rijksmuseum Dutch Figure Drawings 1700-1850. Ends May 1. Closed Mon

Van Gogh Museum Pierre Puvis de Chavannes: 150 portraits, still lifes, genre pieces and sketches by the 19th century artist whose murals grace many public buildings in France. Ends May 29. Daily

BARCELONA Museu Picasso The Russian Avant-Garde 1905-25: a touring exhibition of 83 paintings from Russian museums, including works by Malevich, Kandinsky, Popova and many others. Ends June 28. Closed Mon

BASLE Antikenmuseum Rediscovering Pompeii: this internationally-acclaimed exhibition of 200 objects, including jewellery, ceramics, statues and household implements, gives insight into daily life in the Roman town, supplemented by a reconstructed garden with mosaics and a room complete with original frescoes.

Ends June 26. Closed Mon

BERLIN Sculptor and Illustrator: 38 sculptures and 300 illustrations on themes from world literature. Ends May 25. Daily

Neue Nationalgalerie Rebecca Horn (b1944): retrospective of the German artist renowned for her mechanical sculptures and provocative drawings. Ends May 1. Closed Mon

Brücke Museum Fritz Bleyl (1886-1978): more than 100 drawings, watercolours and prints by one of the founders of the Brücke. Ends May 16. Ernst Ludwig Kirchner: street scenes 1913-15, the high point of Kirchner's Expressionism. Ends May 16. Closed Tues

COLOGNE Josef-Haubrich-Kunststhalie The World of the Maya: 300 objects from the golden years of Indian culture in Central America. Ends May 15. Daily

Museum Ludwig The Unknown Modigliani: 240 of the 440 hitherto unknown drawings amassed by Paul Alexandre before 1914. Ends July 10. Closed Mon

GENEVA Musée Rath Henri Michaux (1899-1984): more than 200 works by the French poet and artist. Ends May 22. Closed Mon

LEIPZIG Museum der bildenden Künste Julius Schnorr von Carolsfeld: retrospective of the early 19th century German painter and illustrator who joined the Nazareners in their decoration

of the Casa Massimo in Rome. Ends June 23. Closed Mon

LONDON Royal Academy of Arts Goya: 100 small-scale paintings covering his entire career. Ends June 12. Daily (advance booking 071-396 4555)

Hayward Gallery Salvador Dali: The Early Years. Ends May 30. Daily

Advance booking 071-928 8800 Tate Gallery Picasso: 200 works focusing on the relationship between sculpture and painting. Ends May 8. Daily

MADRID Centro de Arte Reina Sofia Joseph Beuys (1921-86): 10 installations, 25 sculptures and 456 drawings by one of the most controversial figures in post-war German art. Ends June 6. Closed Tues

Fundacion Juan March Isamu Noguchi (1894-88): 58 outdoor sculptures expressing the Oriental and Western cultural traditions. Inherited by this American artist of Japanese origin. Ends June 26. Daily

MIAMI Palazzo Te Aksele Waldemar Johannesen (1880-1922): this distinguished disciple of Munch died prematurely from the combined effects of bronchitis and alcohol, and was forgotten until recently. This is only the second exhibition of his works ever held, and the first outside Scandinavia. Ends June 19. Closed Mon

MARTIGNY Fondation Pierre Gianadda Auguste Rodin: 90 drawings and

watercolours and 10 sculptures. Ends June 12. Daily

MUNICH Lenbachhaus Between the Brücke and the Blaue Reiter: Expressionist paintings from the Ahler Collection. Ends May 23. Closed Mon

NAPLES Castel S. Elmo Naples under the Austrian Vicary 1707-34: a splendid itinerant show from Vienna, dominated by the magnificent baroque works of Francesco Solimena. Ends July 24

NEW YORK Museum of Modern Art Frank Lloyd Wright: architectural fragments, full-scale constructions, scale models and 350 original drawings. Ends May 10. Feininger, Kandinsky and Klee: 75 prints and illustrated books produced by three Bauhaus artists. Ends May 17. Closed Wed

Metropolitan Museum of Art The Decorative Arts of Frank Lloyd Wright: 35 works, including furniture, ceramics, sculpture and architectural fragments, seen in context with an actual living room created 1912-1914 for a private home in Minnesota. Ends Sep 4

Petrus Christus: 22 paintings by the 15th century Netherlandish master, renowned for the jewel-like luminosity of his work. Ends July 31. Sidney Nolan's Ned Kelly. Paintings: 27 paintings dating from 1946-7 chronicle the adventures of the 19th century Australian outlaw. Ends July 17. Closed Mon

Guggenheim Museum Frank Lloyd Wright's Designs for the Guggenheim Museum. Ends May 20. The main museum is closed on Thurs, the SoHo site on Tues

Whitney Museum of American Art Joseph Stella (1877-1946): retrospective of the modernist who helped translate concepts of the European avant-garde into an American idiom. Ends July 17. Closed Mon

PARIS Grand Palais The Sun and the Northern Star: the fascination which Louis XIV exercised in 18th century Europe is reflected in the collections of paintings, porcelain, furniture and silverware imported by Gustav III of Sweden in an attempt to emulate the splendour of Versailles. Ends June 13. Closed Tues

Hôtel de Ville Nicolas de Stael: 70 paintings and 40 drawings from private collections, whose smaller scale - compared to the large canvases hanging in museums - reveals a gentler aspect of the Russian-born, French-trained painter who committed suicide in 1955. Ends June 19. Closed Mon

Petit Palais Art of the Talnoa Monna Bismarck Foundation Early Italian Peoples: pottery, jewellery, bronze statuettes and arms, showing the diversified artistic expression of the inhabitants of central and southern Italy 3000-300 BC. Ends May 17. Closed Sun and Mon (24 hrs de New York)

Centre Georges Pompidou The City, Art and Architecture in Europe 1870-1993. Ends May 9. Closed Tues

ROME Villa Farnesina The Chinese and 18th century Architectural Firework

Machines: an unusual show of 18th century drawings and engravings depicting the annual ceremony in Rome when the Neapolitan ambassador offered a tribute to the Pope in return for the sovereignty of the Kingdom of the Two Sicilies. This was always accompanied by a white horse, known as the Chinese. Ends May 31. Closed Sun

Villa Medici Tamara de Lempicka: 50 works by the Polish artist famous for her bohemian lifestyle. Mainly nudes, her works are painted in a vaguely Cubist style, tampered by Art Deco. Ends May 1. Daily

Palazzo Venezia The Normans 1030-1200: a vast exhibition examining every conceivable aspect of this extraordinary people. Ends April 30. Closed Mon

VENICE Chiesa San Bartolomeo Tintoretto: 15 religious paintings from Venetian churches. Ends May 1. Daily

Palazzo Grassi Renaissance Architecture from Brunelleschi to Michelangelo: 250 works from European and American public collections. Ends Nov 8. Daily

VIENNA Kunsthofmuseum From Chagall to Picasso, Masterworks from the Guggenheim Museum. Ends June 5. Daily

Jiddisches Museum Chagall's Russian Years: 50 oil paintings, watercolours and drawings from the period 1908-20. Ends June 12. Closed Sat

Museum des 20. Jahrhunderts Picasso: 180 paintings, drawings, collages, bronzes and ceramics from the Ludwig collection. Ends June 19. Closed Mon

Albertina The Young Kokoschka: 200 watercolours and sketches from the years 1898-1917. Ends May 23. Daily

Kunsthaus Le Corbusier (1887-1965): retrospective of the Swiss architect. Ends May 1. Daily

Kunststernhaus Art and Dictatorship: an exhibition comparing Hitler's, Stalin's and Mussolini's ideas of degenerate art in paintings and sculpture. Ends Aug 15. Daily

Museum für angewandte Kunst Tyranny of Beauty: a study of the wedding-cake architectural style of Stalin's era and the reconstruction of Moscow. Ends July 17. Closed Mon

Kunsthistorisches Museum Isabella d'Este, princess and patron of the Renaissance. Ends May 29. Closed Mon

WASHINGTON National Gallery of Art Ruth Benedict Collection: 78 prints and drawings from the 18th to 20th centuries, including Rembrandt, Canaletto, Tiepolo, Daumier and Moore. Ends June 12. Hans

Hemling's St John the Baptist and St Veronica: two panels by the late 15th century painter from Bruges. Ends May 15. Ornament in European Graphic Art 1300-1800: more than 90 prints, drawings, illustrated books and decorative objects. Ends Aug 21. Daily

ZURICH Kunsthhaus Richard Gerstl (1883-1908): 70 portraits and landscapes by the least known of the great Viennese Expressionists. Ends May 8. Friedrich Dürrenmatt: paintings and drawings by the Swiss author. Ends May 18. Closed Mon

The European Union's Awkward Squad, up to now represented by the French with their misgivings over free trade, by the British with their obsession with sovereignty and Euro-social policy, and by Spaniards demanding more EU money, has acquired a new member: the European Parliament.

The directly elected, 518-member, trans-European assembly is beginning to flex its muscles and to use the significant powers it gets under the Maastricht treaty. With Maastricht in force since last November, and with a substantial change of membership expected after June's European elections, Strasbourg is enjoying being the new kid on the Euro-block.

The parliament has long suffered derision: as the mother-in-law of parliament; a talking shop for political has-beens and no-hopers; a gaudy train for gilded gypsies who hold their penances in Strasbourg, their committees meeting in Brussels, assisted by their staff in Luxembourg, while clocking up the generous expenses needed to fuel this perpetual motion.

But this poor relation to the European Commission (which proposes EU measures) and the Council of Ministers (which decides whether to put these into law) is now coming into its own. Neither Brussels nor the member states can afford to ignore it.

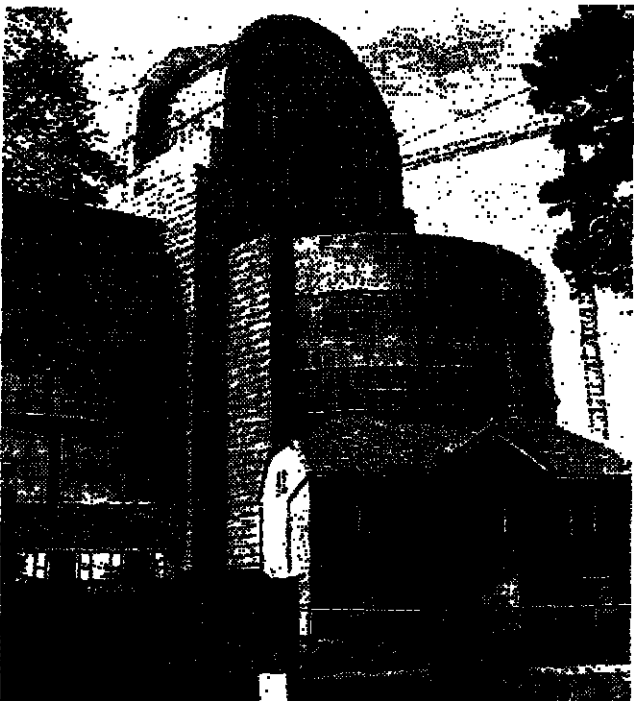
The clearest example of this new-found strength is Strasbourg's brinkmanship over the enlargement treaty to bring Sweden, Finland, Austria and Norway into the Union next year, which parliament must approve by 250 out of 518 votes next month if the plan is not to unravel.

During last month's bitter row between Britain and its partners over voting rights in the Council, the Euro-MPs made clear that, if the UK won its demand that a small minority of countries could continue to block decisions when the 12 become 16, it would not allow enlargement to go ahead.

This attitude constrained member states to make only cosmetic concessions to the UK. Even that, however, annoyed MEPs across party lines. This week's plenary session in Strasbourg was therefore lobbied intensively, by Scandinavian and Austrian government and party leaders, by Commission president Jacques Delors, and by the current Greek presidency of the Council. As a result, the accession treaty will be put to a vote

Power to the poor relation

David Gardner on the European Parliament's new-found strength



Talking shop: the new European parliament building in Brussels

on May 4. But it looks certain that there will be a price. When the 12 members and the Commission review the Maastricht treaty in 1996, parliament may not get a seat at the top table but its views will have to be treated seriously. It could even get more powers, which it says are needed to hold to account both Brussels and national ministers meeting behind closed doors in the Council.

It is easy to overlook the fact that parliament, even before Maastricht, already wielded considerable law-making powers. The Single European Act, making possible the single market, conferred on disgruntled MEPs what seemed only consultative power. But the act's move to more majority voting in Council gave unforeseen influence to parliament.

Mr Richard Corbett, the leading constitutional specialist at the parliament, says that between July 1987 and September 1991, 208 Euro-laws were passed to Strasbourg, which made 2,734 amendments. Of these, 1,410 passed into EU and therefore national law.

procedure to root out frivolous motions and amendments, and the emergence of new driving forces, may at last give Strasbourg what it has lacked: a sense of priorities. "We are concentrating on what is achievable and do-able," says Mr Julian Priestley, secretary-general of the Socialist group, the largest bloc in Strasbourg.

The apparatus of cross-border groups like the Socialists and the Christian Democrats, the growing expertise of rapporteurs appointed to steer legislation, a core of experienced parliamentary vice-presidents, and the increasing importance of committee secretariat work, now set parliament's agenda. And with some agility.

Parliament, for instance, must be consulted on Mr Delors' successor, but can only object to him or his fellow commissioners by rejecting the entire team. However, officials say they will not put the issue on parliament's agenda unless it can hold US Senate-style confirmation hearings with each candidate.

The inferiority complex MEPs had in relation to the other EU institutions or their national MPs "is a thing of the past", Mr Priestley argues. "You do get the impression of a parliament coming of age."

Nevertheless, the popular backlash against the undemocratic way in which Europe's great leap forward was decided switched the spotlight back on to national parliaments as the true front of democratic legitimacy. Did Strasbourg lose out?

Links between Strasbourg and national assemblies are tightening, raising MEPs' Euro-literacy and MEPs' sensitivity to national concerns. But the effect is strongest on MEPs, undermining transnational group cohesion in Strasbourg.

Ms Maryon McDonald, an anthropologist studying the parliament, observes that "all [MEPs] more powerful emotive symbols still come from the nation state". Unlike the true believers at the Commission, many MEPs have trouble psyching themselves into the politically correct Euro-discourse of those who would construct Europe.

But the trend is in parliament's favour. At the nitty-gritty level, where Euro-law is decided by majority vote in Council, it is the European Parliament, not a national parliament which may have been in the defeated minority, that is best placed to exercise control. And it has given notice that it is willing to play rough.

Joe Rogaly History frittered away



This week's argument about D-day should be ephemeral, a puffball floated on currents of momentary outrage.

The heated debate over how to mark the 50th anniversary of the Normandy landings of June 6 1944 is instructive. There are two lessons to be learned. First, it is evident that the government's lack has not yet begun to turn. Second, Britain still fails to comprehend the significance of its own recent history. Its politicians are dimly aware of how fundamentally the world has changed over the past half-century, but they are not courageous enough to convey their fuzzy understanding to the electorate.

The minister in the firing line is Mr Peter Brooke, the secretary for national heritage. A schoolboy in 1944, he is a member of the generation that grew up over tanks on the great day. Others of his age recall swarms of airplanes, buzzing like bees, heading south and south-east. Yet others swear there was dancing in the streets. For civilians the exciting prospect of potential victory may have outweighed intimations of the casualties to come. Mr Brooke's programme was originally intended to express the incipient home-front optimism of D-day. His department, which is responsible for tourism, chose to co-ordinate the many local events, and, imprudently, to appoint Sir Tim Bell, a public relations consultant whose name is associated with his work for Lady Thatcher in the 1980s.

Her position is clear. If her "boys" - the veterans' associations - want her to sing, in Hyde Park or elsewhere, she will. If not, not. This compl-

cates matters. Somewhat late in the proceedings, the veterans have expressed displeasure at the tackier elements of the programme of civilian events scheduled between June 4 and 6. They do not take issue with the military ceremonies arranged by the Ministry of Defence. Those are formal, solemn commemorations. Their distaste is understandable. Many lives were lost on the Normandy beaches. The survivors want respectful remembrance, not street happenings. Some of the possibilities for the latter (grand castle contests; eating "spam fritters") have been discarded in newspapers that originally supported the notion of a festival. This media-aided turn in the national mood had the predictable result: the government panicked.

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ments, should have known better. Nothing could be further from the collectivist, communitarian egalitarianism of the 1940s than the spirit of the 1980s. Sir Tim, and his firm, were, however, hired to do a job. The heritage department must take responsibility for what was proposed. It is up to the head of that department to answer for the ensuing row. To patch it up, Mr Brooke has to bring off an acceptable deal with the old soldiers, and by extension Dame Vera. No fool, he is perfectly capable of doing so. Yesterday he kept an eye on his undersecretary and negotiator, Mr Iain Sproat, as the latter sought to appease the vets. We may be sure that whatever is necessary will be done.

The government's immediate loss is any political advantage that might have been gained from the celebrations, which take place a few days before the elections to the European parliament.

Tough. The nation's loss is the chance of debating the contemporary significance of the events of summer 1944. That was the season in which, under General Eisenhower's supreme command, thousands of American, British, Canadian and other soldiers died to help rid Europe of the Nazis. Their courageous sacrifice had enormous consequences. The war ended with the Soviet empire enlarged, and the stage set for the retreat from empire of Britain, France, Belgium, the Netherlands and, later, Portugal. The Normandy landings may be said to have marked the beginning of the end of European rule over large tracts of the planet. They also estab-

lished the predominant global power of the US for the ensuing half-century. That power is now in abeyance. The self-sacrifice with which the Allies tackled Nazi Germany has been absent from their response, generations later, to Serbian expansionism in former Yugoslavia. This is explicable, if not excusable. Serbia is not poised to attack France, or Britain, or the US. Britain and France have sent low numbers of troops, some of whom have been killed; the US has sent none. The recent dissolution of the Soviet empire changed the world again, as surely as did the defeat of Nazi Germany nearly 50 previously. It re-awakened America's isolationist spirit. Thus President Bill Clinton will attend the D-day commemorations as an unlikely successor to President Roosevelt and Ike, a living symbol of a United States that chooses to be transient.

The Queen will be there, representing her father's war. She will need no reminding of the declining influence of Britain since those great days. The television screens will be full of speeches, prayers, military bands, fly-pasts, marches, and pictures of the heads of state and government of what might then have been called the greater Atlantic co-prosperity sphere, but is now the dis-united states of confusion.

The world is no longer as dangerous as in 1944. At least the violence of the Nazi threat has gone, for which we must be grateful. But in Britain, one of the continent's medium-sized component parts, we have not begun to comprehend where we are going. The receding generation of "leaders" is leaving no road-map. We have no Churchill, no Bevin to take a world-historical view of events. D-day was a bloody epic battle, led by giants. It will be commemorated by pygmies.

Nothing could be further from the collectivist, communitarian egalitarianism of the 1940s than the spirit of the 1980s.

LETTERS TO THE EDITOR

Number One Southwark Bridge, London SE1 9HL.

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Energy bill merits support

From Mr Cynog Dafis MP.

Sir, If anything shows the total bankruptcy of the government it is its systematic attempt to sabotage the energy conservation bill on Friday by tabling 216 amendments and seven new clauses, thus ensuring that it will run out of time. This will prevent it from significantly mitigating the effect of 17.5 per cent domestic fuel VAT on the elderly and poor, and helping itself achieve CO₂ emission reduction targets by the year 2000. It will mean flying in the face of the views of the majority of MPs, including many Tories, and the huge consensus of organisations and local authorities supporting the bill.

Why should the government choose to shoot itself in the foot in this way? Is it suicidal, or is it so foolish as to fear that a proper programme of energy conservation would make more difficult the sale of its 40 per cent stake in Powergen and National Power? In fact, reduced demand would obviate the need for substantial investment in new generating capacity and thus enhance the profitability of those two companies.

Let us hope that Conservative backbenchers recognise the political as well as the environmental, economic and social benefits of the bill, and the severe corresponding costs of blocking its passage. Cynog Dafis, House of Commons, London SW1A 0AA

On song

From Mr Dennis Marks.

Sir, I am pleased to say that if Mr Peter Sachs (Letters, April 20) looks once again at your report on the new initiatives from English National Opera he will see that between the end of last season and this April the 56 per cent attendance figure rose to 82 per cent. This is an early sign that our policy of replenishing the core repertoire of the company is beginning to come across to our audiences.

In particular, the packed houses for La Bohème, Lohengrin, Rosenkavalier and The Pearl Fishers in the current season seem to indicate that, for most of our new productions, we are gaining the support we need to ensure the future of the company. Dennis Marks, general director, English National Opera, London Coliseum, St Martin's Lane, London WC2N 4ES

CBI must flex muscles on pay

From Mr Mark Corney.

Sir, We have come to the moment of truth. Can the UK's flexible labour market maintain downward pressure on the rate of increase in average earnings when underlying inflation is low, output is growing and the demand for labour rising?

The upward revision of January's figure for average earnings to 3.5 per cent and news of a similar level for the 12 months to February ("Wages data spark fears", April 21) caused the Confederation of British Industry to state the

obvious - "we need to keep a firm hold on pay". But the CBI must ask itself one simple question: are individual firms strong enough - by themselves in the context of a flexible labour market - to keep increases in average earnings at internationally competitive levels?

Although the recession has led to widespread dispersion in pay settlements, the current data suggest that it will not be long before sustained recovery feeds into a "going rate" for pay. Fifteen years of labour market flexibility have not

destroyed the "going rate": nor will another 15.

In fact, the time has come for the CBI - and the very largest companies in this country - to flex their muscles and co-ordinate their pay settlements. In so doing, they can maintain their own international competitiveness during the recovery, and the international competitiveness of the UK economy as a whole, as well. Mark Corney, director, MC Consultancy, Osborne House, 35 Portland Road, Hythe, Kent CT21 6EG

'Crazy' comparison with Manchester's debt

From Mr Graham Stringer.

Sir, In its pre-election desperation, the government is playing a new financial fiddle. So it is important for voters to recognise the tune.

Government spokespeople, and their supporters in the popular national newspapers, have been declaring that such cities as Birmingham and Manchester have debts greater than some developing countries, the inference being that we have run up irresponsible "bar bills" and must be called to account.

What a crazy comparison to make, even for a government with an all-time record for financial incompetence. Many developing countries would love to have the assets of Britain's big cities and to be able to afford to invest in themselves.

We are able to invest in our great cities because we create assets more valuable than the sums we pay for them and because we can afford to pay our debts - although this government, which seems to be trying to convert our cities into third-world economies, is making our task harder by forcing us to pay off debts in segments of one twenty-fifth instead of spreading them over the usual 60 years.

The financial facts are that Manchester has a £1.28bn debt, but that this represents borrowing stretching back 60

years and essential to such functions as housing and education. Almost 64 per cent of our debt relates to the construction of nearly 90,000 homes to meet the demands of slum clearance and of home refurbishment work, while much of the remainder relates to Manchester Airport (we borrow on its behalf).

This puts us in the same position as people who take out mortgages on property in the knowledge that they will gain something of value both during and after the loan period, which is sound investment theory. Manchester's gain has been housing stock which must be worth more than 24bn. Add the value of a large slice of Europe's fastest-growing airport, 18 secondary schools, 101 primary schools, parks, leisure centres, libraries and much other council-owned property and our debt fades into perspective.

In the past, all governments have approved and praised our spending as vital to local welfare and progress. This wild attempt to switch it into the debit column comes ill from a government which this year alone will borrow £50bn, not to build assets for the nation but simply to pay off the deficit caused by its mismanagement of the economy. Graham Stringer, leader of the council, Town Hall, Manchester

Much safer in Channel

From Lord Mackay of Ardsheinish.

Sir, Mr Kevin Shilleto (Letters, April 19) is concerned about shipping traffic control in the Channel and the risk of collision. The Channel Navigation Information Service (CNIS) is based at Dover and was introduced in 1972 and provides a 24-hour radar watch and radio safety service for all shipping in the Dover Strait and adjacent waters. Navigational safety information is provided to all safety agencies, both in the UK and on the Continent, on a reciprocal basis.

The CNIS is operated by HM Coastguard to help ensure the safety of navigation in the busiest part of the Channel. Coverage extends some 110 nautical miles from the Greenwich Meridian through the Dover Strait in a north-easterly direction.

Regular broadcasts give warnings of navigational difficulties, including defective navigational aids and the presence of hampered vessels and reports on unfavourable weather conditions, adverse visibility or exceptional tides. Ships using the ship movement reporting scheme (MAREP) are tracked as well as those contravening the International Collision Regulations. Their position, course and speed are broadcast to all ships in the immediate area. Offenders are identified by using Coastguard aerial patrols or other ships, and follow-up action is taken by the Marine Safety Agency through respective flag states and shipowners.

In the last two decades, shipping in the Channel has become safer; the average number of annual collisions has fallen from 30 to fewer than five, despite more traffic. Mackay of Ardsheinish, minister for aviation and shipping, Department of Transport, 2 Marsham Street, London SW1P 3EP



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Friday April 22 1994

Lloyds' capital deployed

The idea that banks might have too much capital for their own good or for the good of the banking system appears entirely counter-intuitive. Capital is, after all, the banks' ultimate cushion against loss. Yet banking history is littered with cases where excess capital has had a corrosive effect on prudent discipline and encouraged managers to over-expand loan books or engage in injudicious takeovers. The banking authorities have thus had good reason to worry about the growing possibility that the UK clearing banks might become over-capitalised. And they can probably take comfort from the fact that Lloyds, the most prolific generator of retained profits, has found a way of disposing of capital that does not appear to pose any obvious systemic threat.

One of the Bank of England's concerns has been that clearing banks have been slow to drop their hurdle rates of return in a period of relatively low inflation. High nominal returns against a disinflationary background can only be achieved by taking exceptional risks, assuming that the banks are already exploiting existing profit opportunities in the less competitive areas of their business to the full. Cheltenham & Gloucester's return on equity last year was around 16 1/2 per cent. With Lloyds paying 3.1 times book value for the society, that return will shrink to a little over 8 per cent.

Goodwill element

This is a long way short of the target rates of return Lloyds was widely assumed to be looking for. And while the return will be enhanced by a further year's earnings by the time Lloyds comes to lay out the money in the second quarter of 1995 if the deal goes ahead, the regulators can feel that the balance of risk and reward looks sensible. The £500m goodwill element of the £1.8bn purchase price looks high, at first sight, in relation to Lloyds shareholders' funds of £2.1bn. But it will probably be more than halved on the basis of current year retained earnings alone. Compared with most other potential investments available to a clearing bank, the acquisition looks good from both Lloyds' and the authorities' points of view.

Whether it is an appropriate

way to dispose of assets held in mutual ownership is more controversial. A reduction in building society numbers through takeovers by outsiders is unobjectionable. With a 68 per cent home ownership rate in Britain, the building society movement's mission is substantially fulfilled. Nor will there be any great change in the shape of Britain's high streets. The two parties to the deal have largely complementary operations; and since Cheltenham & Gloucester's cost-income ratio is little more than half the industry average, the scope for rationalisation is unlikely to be very great. Yet the price being offered to building society members - a price earnings multiple substantially below Abbey National's current rating - looks far lower than could have been achieved for a comparable transaction in an open capital market.

Arbitrage opportunity

In effect Lloyds is exploiting an arbitrage opportunity between different forms of ownership. The minimal accountability that goes with mutual ownership entrenches the position of management, at the expense of the owner. The cost to the owners is the shortfall of the bank's offer against what the society would fetch if it operated in a proper market for corporate control.

Yet it seems a little unlikely that society investors and borrowers, who have been pleasantly surprised to be promised an average of £1,700 and £500 respectively, will make a big fuss about exit price earnings ratios - though it is worth noting that Cheltenham & Gloucester is noted for having courted financially sophisticated customers.

There is little reason to worry about a takeover on competition grounds. The resulting joint share of the mortgage market, at 7 per cent, scarcely looks worrying. Yet the fact that a society has had to contemplate changing ownership to obtain a lower cost of funds should give the Treasury pause for thought in its current review of building society legislation. Easier access to wholesale funds and a less cumbersome process for outside takeovers for buildings societies looks desirable in an increasingly integrated financial services market.

African decline

Between 1984 and 1993, those developing countries whose incomes per head grew faster than the average for industrial countries achieved growth of income per head of no less than 5.7 per cent a year. These countries, which included China and India, possess 68 per cent of the population of developing countries.

Needless to say, the IMF would not be the IMF and the world would not be the world if there was no reason to worry. About 16.5 per cent of the population of developing countries lived in countries, many of them African, which suffered average annual declines in income per head of 1.2 per cent between 1984 and 1993. Again, a few former communist countries in transition are beginning to pull their economies round, but almost all the members of the former Soviet Union have chosen neither shock reform, nor gradual reform, but no reform at all, with predictably dire results.

Back in the industrial countries, unemployment is frighteningly high, while effective policy to reduce it is hardly on the horizon. Yet what is needed is quite obvious, as two leading statistics show. The youth unemployment rate in France is 22 per cent. In Germany it is 4 per cent. France has high minimum wages for young workers and underdeveloped training programmes, while Germany has no minimum wage for young workers and an extensive apprenticeship system.

Things never go well everywhere. But what has been going right should at least make it easier to deal with what has been going wrong. Policy-makers cannot be complacent. But some deserve credit for the things that have been going right.

The good news from the IMF

It would be foolish to judge the International Monetary Fund's World Economic Outlook by its forecasts, which are virtually bound to be wrong. A sensible reader would ignore the soothing and listen to the IMF's story, instead.

Certain features of the IMF's recent forecasting record have, in fact, not been at all bad. A year ago it thought world output would expand by 2.2 per cent in 1993; in the event, it expanded by 2.3 per cent. But this excellent forecast did, as might be expected, reflect offsetting errors. While world output may grow at 3 per cent in 1994 and 3.7 per cent in 1995, as the IMF foretells, there will almost certainly be a larger dispersion among individual performances than it suggests.

A central element in its story is the end of the recession of the early 1990s in industrial countries. The economies of the US, UK and Canada are all growing strongly. Those of Japan, Germany, Italy and France are bottoming out. The IMF argues that further reductions in short-term interest rates would help support recovery in Japan and the European continent "without jeopardising reasonable price stability". It also believes that interest rates are likely to fall in Europe. It is right on the first point and deserves to be proved right on the second.

Encouragingly, inflation in industrial countries is at "levels not seen for almost three decades". The Uruguay Round has been completed, so setting the stage for further integration of the world economy via expanded world trade. In addition, there have been significant efforts at fiscal consolidation in a number of industrial countries. As a result, says the IMF, "structural budget positions are projected to improve during the next few years". Such efforts were surely needed, given the earlier deteriorations in the fiscal positions of the US, Germany, France and the UK, and the dire position in Italy.

Asian growth

Further afield, the feature of the world economy that stands out is the dynamic economic growth of Asian developing countries. Both in 1992 and 1993 the region's economic growth was over 8 per cent,

Ford, the world's second-largest vehicle maker, yesterday threw down the gauntlet to its rivals in the auto industry.

For the first time in its history it is seeking to become a global corporation, breaking down the national and regional barriers that have blocked its drive to create common vehicles for the world market.

"This is a worldwide business that requires the broadest thinking and execution," Mr Alex Trotman, Ford chairman and chief executive, said yesterday.

In a bold move aimed at freeing it from the shackles of its corporate history, Ford is planning to move to a single set of processes and systems throughout its product development, manufacturing, supply and sales activities.

If it succeeds, Ford will set new benchmarks that will be hard to match by most of its competitors. All the world's carmakers face the same challenge of trying to increase the efficiency of their enormous investment programmes, while at the same time producing a greater diversity of products.

They must increase the speed at which they can bring products to the market while jumping into emerging markets, be it for multi-purpose vehicles, sport-utility vehicles or micro cars. They must squeeze their massive materials purchasing bills by moving to global sourcing for parts and systems.

What they can no longer afford in a world of overcapacity and shrinking margins is the luxury of duplication. It is too wasteful, for instance, to develop an Escort-sized car for Europe, and in parallel to develop a similar but yet entirely different vehicle for North America. With its deeply entrenched traditions of independent regional fiefdoms that is exactly what Ford has been doing, but now it is calling a halt.

Ford's problem - and one that it has in common with General Motors, its arch domestic rival and the world's biggest vehicle maker - is that it carries a much heavier burden from its history than its main rivals.

The big Japanese players Toyota, Nissan and Honda have only been moving into world markets in a significant way in the past 20 years. With the benefits of modern communications, their organisations have been more streamlined. Essentially the same car has been sold in all markets around the world. A Toyota Corolla is little different whether it is sold in North America, Europe or Japan. In its main features it is designed and engineered only once, even though it is assembled in four continents.

By contrast, Ford of Europe and General Motors Europe have developed as fully-fledged independent vehicle makers. For many years most of their products have been designed, developed and engineered

It is less than six months since Mr Alex Trotman, an Englishman originally from Middlesbrough but raised in Scotland, became the first chairman of the world's second-largest carmaker to be born outside the US.

As of yesterday, Mr Trotman, who will be 61 in July, will be remembered in the US for much more than his origins.

He has set Ford on the road towards a radically new future faster than the latest Mustang which young Americans are falling over themselves to buy - and to whom Mr Trotman has become something of a hero for saving the Mustang from the chopping block of Ford's product planners.

The imagery is apt. In terms of Ford's hierarchy, Mr Trotman himself might be described as the dark horse who became the favourite with almost bewildering speed.

He surprised many in the European industry by becoming chairman of Ford of Europe in the mid-1980s. His unassuming manner and fairly different air - contrasting oddly with his clipped moustache and the outward appearance of a military man - gave few clues that

he might be earmarked for the top. His performance at the opening of the New York motor show two weeks ago might have made him an almost unrecognisable figure to former European colleagues - poking fun at his own expense about past "boring" speeches and handling the ranks of hard-bitten US media men like a music-hall professional.

But Mr Trotman has earned his success the hard way in his 38 years with Ford. He started as a "progress chaser" - expediting supplies in the car's early days - and creative and technical resources went to the restructuring of the plant. He worked his way through jobs which other potential candidates for the top post - the urbane Mr Allan Gilmour, a vice-chairman who had spent most of his career in finance, for instance - might have found unenviable.

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He became chief product analyst on project "Archbishop" - to

Kevin Done examines the restructuring which underpins Ford's ambitions to become a global car company

Tomorrow, the world

solely for the European market, perhaps with some exports to the rest of the world. They have duplicated rather than complemented their parent organisations in North America.

In its corporate revolution Ford plans to create Ford Automotive Operations, which will effectively merge its European and North American operations as well as its automotive components group into a single operating unit.

In place of its largely independent regional companies, Ford is reorganising itself along global product lines through five vehicle programme centres (VPCs), four in North America and one in Europe.

The European VPC, with its research and engineering centres split as now between the UK and Germany, is to become responsible for small and medium front-wheel drive cars. This will be a worldwide responsibility and will include the manufacturing plants around the world building such vehicles, whether in the US, Mexico or Europe.

It will cover the development of Fiesta, Escort and Mondeo-sized cars in Europe and in North America.

Headquartered in the US at Ford's research and engineering centre in Dearborn, near Detroit, Michigan, will be the other four vehicle programme centres:

● for large front-wheel drive cars, such as the Ford Taurus;

● for rear-wheel drive cars such as the Ford Crown Victoria, but ultimately, too, the Jaguar range, though Jaguar will maintain resources in the UK;

● for personal use trucks, such as the Ford Windstar multi-purpose vehicle; and

● for commercial trucks. This VPC in North America, for example, would take over responsibility for the development of the highly successful Ford Transit van from Europe.

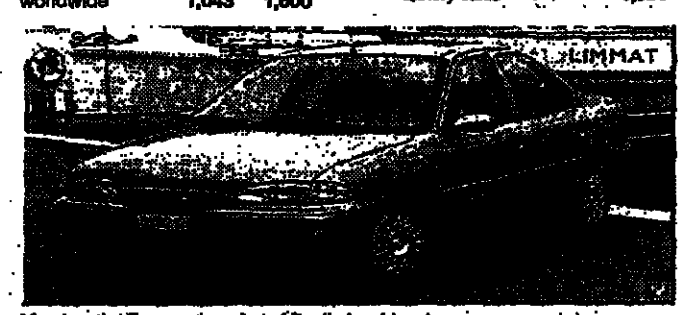
"By integrating all our automotive processes and eliminating duplication of effort, we will use our creative and technical resources most effectively," said Mr Trotman yesterday.

He claimed that Ford's new way



Automotive profit (loss)		
by region \$m	1992	1993
Canada	(200)	(91)
US	(400)	1,500
Europe excl Jaguar	(647)	(407)
Europe incl Jaguar	(1,288)	(960)
Latin America	211	459
Asia Pacific and other	148	50
Total foreign automotive	(1,129)	(542)
Financial services worldwide	1,043	1,600

Factory sales worldwide '000 units		1993
Cars US	1,950	
Cars Canada	126	
Total cars	2,077	
Trucks US	1,876	
Trucks Canada	126	
Total trucks	2,002	
Total US & Canada	4,079	
Germany	631	
UK	422	
Spain	211	
Taiwan	114	
Mexico	91	
Australia	53	
Japan	37	
Other	37	
Total overseas	1,686	
Total worldwide factory sales	5,764	



Mondeo, the European version of Ford's 'world car'

of doing business would provide customers with a broader array of vehicles in most markets and would assure that the group was fully competitive in quality and value against the best in the world.

At the same time the simplification of engineering, purchasing and other processes would "substantially reduce the cost of operating the automotive business". Ford estimated the potential cost-saving from the reorganisation at at least \$200-\$300m a year by the end of the decade.

The group has been feeling its way for more than a decade towards ways of increasing the global punch of its organisation. Its top manage-

ment has long been tantalised by the holy grail of the so-called world car, and by the savings that should be achieved by developing a product once for both manufacture and sale in different continents.

It tried in the late 1970s with a common programme for Ford Escorts in Europe and in North America, but the cars launched at the beginning of the 1980s ended up with little more in common than the name and the blue Ford oval badge on the bonnet.

Ford has come closer in the past few years with the Mondeo world car programme, a \$80m attempt to develop a largely common car to replace both the Sierra in Europe

and the Ford Tempo/Mercury Topaz in North America.

This car, launched in Europe early last year and this year in North America, is the biggest roll of the dice in Ford's history in terms of the financial resources it has consumed. The six-year Mondeo programme was the most ambitious and costly programme undertaken by the US vehicle maker.

Ford had to reform its engineering and manufacturing infrastructure in America and Europe to break down entrenched barriers between the two in order to develop in Europe a mainstream car acceptable in both markets. The Mondeo/Ford Contour/Mercury Mystique is being assembled at Ford's Genk plant in Belgium, at Kansas City in the US, and in Mexico.

The same family of four-cylinder engines is being made at plants in Bridgend in the UK and at Cologne in Germany for Europe, and at Chihuahua in Mexico for North America. A top-of-the-range aluminium V6 engine is being made in Cleveland, Ohio, for both the US and European-produced cars.

Manual transmissions are being made in Europe at Halewood, Merseyside, in the UK, and at Cologne, while an electronically controlled, four-speed automatic gearbox is being made in the US. After a global search, common component producers have been chosen to supply both the European and North American assembly plants.

Mondeo was the one-off programme that began the way forward for Ford. Now the lessons are to be institutionalised throughout its organisation.

Product development in North America and Europe will become fully integrated with the five vehicle programme centres. They will have specific worldwide responsibilities and will report to one product development executive.

Supporting the changes in the product development process, Ford's manufacturing, purchasing and marketing and sales operations will each become integrated worldwide. An automotive strategy office will co-ordinate strategic planning.

These are huge steps and will take several years to complete, but they are still only the first steps. Looming on the Ford agenda are the issues of how it should integrate Mazda into this new organisation, its loss-making 25 per cent-owned affiliate in Japan. And how it should tackle the integration of its Latin America operations, where the group owns 49 per cent of Autolatina, with Volkswagen of Germany controlling 51 per cent.

In both cases it must take into account the sensitivities of its partners, and they must wait for tomorrow. The merger of Ford Europe and North America is more than enough for today.

Dark horse sets the pace

John Griffiths on Alex Trotman, Ford chairman

He might be earmarked for the top. His performance at the opening of the New York motor show two weeks ago might have made him an almost unrecognisable figure to former European colleagues - poking fun at his own expense about past "boring" speeches and handling the ranks of hard-bitten US media men like a music-hall professional.

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He became chief product analyst on project "Archbishop" - to

become the Cortina when it arrived in showrooms. The kudos accruing to Mr Trotman from one of Europe's most successful saloon cars subsequently carried him into the product planning chief's role for Ford of Europe.

Since then he has become the only Ford executive to have run all three of its geographical sectors of operation - Asia-Pacific (in 1963-84), Europe (in 1984-89), and North America, where he was head of US operations before leaping into the chairmanship.

Most colleagues admire his no-nonsense approach to the business, although his scrapping of executive privileges, such as separate dining rooms, at first rankled with a few.

Mr Trotman is happy to meet critics head on. "I don't mind punch-ups," he maintains, "as long as they're out in the open. I won't tolerate cliques or intrigues."



Alex Trotman: going global

OBSERVER



"Couldn't we hook Barbara Streisand?"

line up a successor to Brian Pitman, who at 62 is well past normal retirement.

Since Michael Hepher, Lloyds Abbey Life's 50-year-old whizz-kid, defected to British Telecom two and a half years ago, there has been no obvious successor to Pitman. But Longhurst will be nearly 56 by the time the deal is done - which makes him a bit long in the tooth. Even so, he's an ambitious sort and it's hard to see him drifting into retirement contentedly running a clearing bank subsidiary.

Pitman has proved that the over-60s can still run rings round the 40-somethings now running Barclays and NatWest. While they

are busily reorganising their management structures, Lloyds has been doing the deals that count. Yesterday's announcement is unlikely to be Pitman's last move - or Longhurst's for that matter.

Ex-PM for hire

How far is ex-Australian premier Bob Hawke prepared to go in his bid to supplement his parliamentary pension? Quite a long way it seems, if recent comments by Conrad Black, the Canadian newspaper magnate, are to be believed.

Black yesterday told an Australian senate committee hearing into foreign ownership of Australia's print media that Hawke had offered to act as his organisation's "eyes and ears" in Canberra in return for a \$50,000 fee. The offer was turned down because "we didn't think that he was the best person to tell us what Mr Keating was thinking", said Black, in an apparent reference to the bitter Labour party leadership battle between the two. So much for Hawke's chances of getting a seat with the rest of the great and the good on the Daily Telegraph board.

Fat tome

Kenneth Clarke, Britain's chancellor, is somewhat selective about his counter-inflation policy.

A man of the people

Popular he may be. But Brian Lara - the West Indies record-breaking cricketer - might not be the favourite pin-up of trade unions in his home land.

The reason is simple. Lara returns to Trinidad and Tobago today, a moment in the calendar which the country's perennially truculent trade unions had designated - along with three successive days - as "days of resistance". They called the general strike in protest at government plans to sack hundreds of workers from state-owned enterprises. But in a stroke to delight the hearts of Machiavellians everywhere, the government has now determined that today shall be nationally recognised as a "day of achievement".

Creating the Lara-mania tidal wave now engulfing the country's 1.2m people, the government has clean-bowled the unions; schools are closed for half-day holidays and various civic jamborees are planned. How can you stage a strike when no one would have been working anyway?

Sabres out

Sir Percy Cradock, the foreign affairs adviser to two prime ministers who now spends his days

Take his current finance bill. The original version, printed before the line-by-line committee stage, ran to 417 pages and cost £27.30. The version which finally cleared the Commons on Wednesday night - at 462 pages - costs £28.45. When the report stage are taken into account, the version sent to the House of Lords for formal approval on April 29 may be even pricier. Not many jokes in it, either.

Lock-up

Life gets tough for Johannesburg's pistol-packing, figure-conscious yuppies. "We have no facilities for secure storage of firearms," warns a notice in a popular gymnasium in the northern suburbs.

Counted out

In the week the Central Statistical Office was promising better standards of service as a result of its new "programme strategy", it was inadvertently demonstrating where the scope for improvement might lie. Wednesday's public sector borrowing requirement figures had to be corrected because someone couldn't do their sums when comparing the actual out-turn with last year's forecasts. Never mind; the numbers were only £100m adrift.

**By William Dawkins
in Tokyo and Agencies**

The Social Democratic party, the largest member of the ruling coalition, had threatened to leave the government because it could not accept binding commitments to increase consumption tax and

Discussion turned on whether or not Japan should consult China before considering sanctions. The socialists have demanded this in an attempt to avoid Tokyo being drawn into

Mr. Ichiro Ozawa, joint leader of the JRP and the government's backroom strategist, has pushed hard for a clear set of common policies, giving the public a rare taste of public debate on national issues. He is also believed to be keen to split the far left away from the SDP and attract more defectors to the coalition from the opposition Liberal Democratic party.

By Laura Silber in Belgrade

"We have a strategic interest in preventing that war from spreading," he told Congress, voicing confidence that European allies would back the idea of escalating air strikes when they confer in Brussels. In the past, US officials have expressed conflicting views on whether their country's vital interests are at stake in the Bosnian conflict.

Pitman's long hand

about immediately enhance earnings. The continuing uncertainty about the company's cost with cheap funding from Lloyds promises to create a formidable force in the mortgage market. The chances are that this will speed up the process of rationalisation of the building society sector. But that may not make life easier for banks like Abbey National and TSB which have been wondering about wading in. C&G wanted to be bought, its management wanted to be able to exercise control of the business and no branch closures are planned. Such a fortunate combination of circumstances is rare and hostile bids for building societies remain as difficult as ever.

Liquidity Events

Share price relative to the FT-SE-A Bank index

Time	Share price relative to the FT-SE-A Bank index
1995:01	100
1995:04	110
1995:07	120
1995:10	110
1996:01	120
1996:04	130
1996:07	140
1996:10	150
1997:01	160
1997:04	140

Profit margins are being eroded by competition from cheap generic drugs and the tough attitude of healthcare buyers, including governments. Until investors have a better idea of where margins might settle, the sector will remain vulnerable. At least SB is taking its medicine early. By this time next year the impact on margins of Tagamet's patent expiry should be easier to judge. If SB can drive its new drugs forward in the meantime, it could be among the first to bounce.

Continued from Page 1

Australian Mr Jacques Nasser, chairman of Ford of Europe for the past 16 months, becomes FAO's group vice president for product development.

By Jenny Luesby in London

Trade officials at the Chinese embassy in London protested yesterday that the quota was introduced without consultation. The low ceilings were set as Brussels began preparations for wide-rang-

Brussels is adamant that not only will it not alter this year's quotas, but that the quotas will stand, subject to negotiations with China.

Continued from Page 1

played down the risk that particu-

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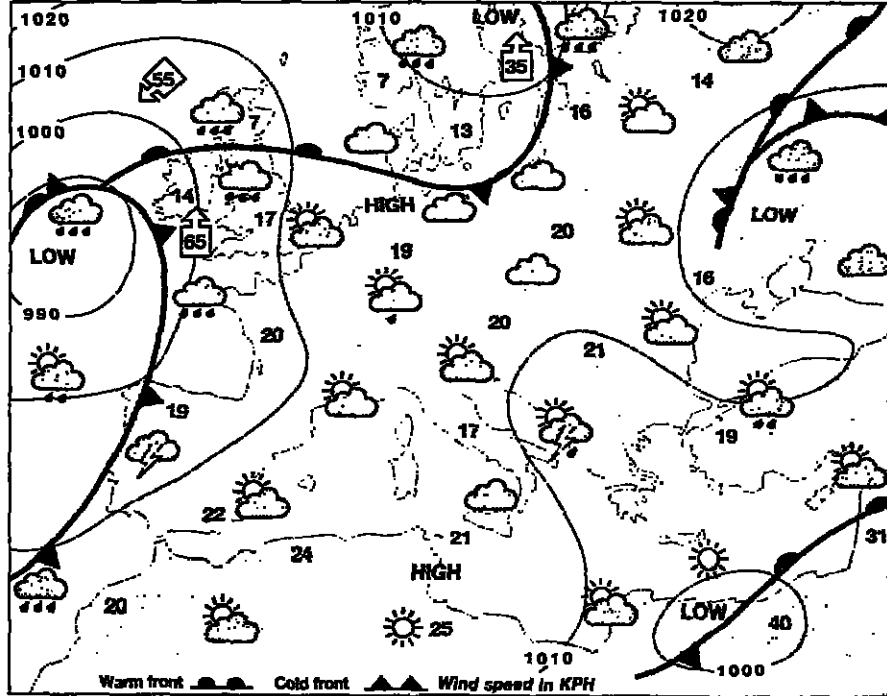
Continued from Page 1

ER GUIDE

the courts system to adapt.

Five-day forecast

TODAY'S TEMPERATURES			
		Maximum Celsius	Beijing Celsius
Abu Dhabi	sun	33	Berlin
Accra	cloudy	32	Bombay
Algiers	fair	24	Buenos Aires
Amsterdam	fair	19	Bogota
Athens	thund	23	Brazilia
Atlanta	fair	28	Buenos Aires
B. Aires	fair	16	Buenos Aires
B.hann	fair	18	Cairo
Bangkok	cloudy	36	Calcutta
Bangalore	shower	19	Caracas



TODAY'S TEMPERATURES

Situation at 12 GMT. Temperatures maximum for day. Forecasts by Meteo Consult of the Netherlands

	Maximum Celsius	Beijing Beifast	21	Caracas	fair	27	Edinburgh	rain	10	Madrid	showers	18	Rangoon	fair	34		
Abu Dhabi	sun	33	Belgrade	shower	20	Cardiff	fair	17	Faro	rain	18	Manila	cloudy	21	Yangon	snow	2
Accra	cloudy	32	Berlin	fair	19	Casablanca	fair	20	Frankfurt	shower	22	Malta	fair	21	Rio	fair	24
Algiers	fair	24	Bermuda	fair	25	Chicago	sun	15	Geneva	fair	19	Manchester	cloudy	19	Rome	showers	11
Amsterdam	fair	19	Bogota	sun	28	Cologne	shower	22	Göteborg	fair	20	Mexico	cloudy	34	S. Francisco	fair	17
Athens	thund	23	Bombay	sun	34	D' Salween	shower	27	Helsinki	thund	19	Hobart	cloudy	18	Saigon	rain	31
Atlanta	fair	28	Brussels	fair	20	Dallas	fair	27	Helsinki	cloudy	13	Miami	fair	30	Stockholm	fair	12
B. Aires	fair	16	Budapest	shower	20	Delhi	sun	33	Hong Kong	shower	28	Milan	shower	21	Strasbourg	fair	20
B. Ham	fair	18	Chagan	cloudy	12	Dubai	sun	33	Honolulu	thund	19	Montreal	shower	4	Sydney	fair	22
Bangkok	cloudy	36	Cairo	fair	40	Dublin	rain	13	Istanbul	thund	19	Moscow	fair	14	Taipei	shower	16
Barcelona	shower	19	Cape Town	fair	17	Durban	shower	19	Jersey	cloudy	25	Munich	showers	16	Tokyo	fair	21
						Karachi			Kuala Lumpur	sun	32	Nairobi	cloudy	25	Toronto	fair	10
						Kuwait			Las Palmas	sun	21	Naples	shower	19	Toronto	fair	10
						Los Angeles			Las Vegas	fair	23	New York	sun	14	Vancouver	showers	13
						Lima			Lisbon	shower	16	Nice	fair	20	Vladivostok	fair	20
						London			Lyon	shower	20	Nicosia	fair	23	Warsaw	fair	20
						Lu Xun			Lyons	shower	21	Oulu	fair	13	Washington	fair	18
						Mexico			Madrid	shower	21	Paris	fair	21	Wellington	cloudy	13
						Moscow			Moscow	showers	19	Perth	fair	30	Winnipeg	fair	16
						Munich			Munich	showers	19	Prague	fair	21	Zurich	fair	16

Lufthansa

German Airlines


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INTERNATIONAL COMPANIES AND FINANCE

Bavarian bank in Hungarian deal

By Nicholas Denton
in Budapest

Bayerische Landesbank, the Bavarian state bank, is on the verge of taking a 25 per cent stake in Magyar Kereskedelmi Bank (MKB), Hungary's state-owned foreign trade bank.

The transaction, which is to be formalised at MKB's annual general meeting on May 3, will be the first western acquisition of an important Hungarian state-owned financial institution and one of the largest bank privatisations yet in eastern Europe.

The purchase price for MKB was not disclosed. However, ING Bank of the Netherlands paid \$60m for a 25 per cent stake in Poland's Bank Slaski last December in the first major east-west bank deal.

The European Bank for Reconstruction and Development, the London-based institution, is expected to take a 17 per cent stake alongside Bayerische Landesbank.

The acquisition plays a part in the EBRD's efforts to shore up eastern Europe's banking system and thus fulfil its mandate to support, even if indi-

rectly, private enterprise in the region.

Bayerische Landesbank and the EBRD are buying into the strongest of Hungary's four main commercial banks. MKB had a capital adequacy ratio of about 11-12 per cent of its end-1993 balance sheet total of Ft228bn (\$2.3bn), comfortably over the 8 per cent level recommended by the Basel-based Bank for International Settlements.

MKB, with its emphasis on trade finance, suffered less from the bankruptcy of industrial companies that have weighed down most of the

state-owned banking sector in Hungary.

Of the big four, only MKB had the capital strength not to require government assistance last December. The state had to inject Ft10bn to restore solvency to Magyar Hitel Bank, Kereskedelmi Bank and Budapest Bank, the three largest commercial banks, and five smaller financial institutions.

Budapest Bank is the next bank in line for privatisation but many potential buyers have already established stand-alone branches in Hungary and are less interested in acquisition.

Nedlloyd sees return to profit this year

By Ronald van de Krol
in Amsterdam

Nedlloyd, the Dutch-based shipping and road haulage group, said it expected to post a profit this year for the first time since 1991, helped by a further recovery at its ocean-shipping line.

Ocean-shipping recovered strongly last year, enabling the group to compensate for losses in its European road haulage business.

Net losses in 1993 nearly doubled to Ft12m (\$58m) from Ft5.5m in 1992. However, if non-recurring items such as restructuring costs and extraordinary gains are excluded, the underlying trend shows a narrowing of group losses to Ft50m from Ft73m the year before.

"The turnaround is well under way," Mr Leo Berendsen, chairman, said. He said the company, which has not paid a dividend since 1989, would resume payments to shareholders as soon as it was "reasonable" to do so.

In shipping, Nedlloyd benefited from higher cargo volumes, particularly on its services between Europe and Asia-Pacific. Operating results in shipping swung into a profit of Ft39m from a loss of Ft2m in 1992.

In road haulage, the company was hit by the creation of the European single market in early 1993, which reduced demand for its customs services at European borders, and by the recession in Germany. The road sector suffered an operating loss of Ft4m last year, compared with a Ft19m profit in 1992.

Nedlloyd managed to reduce interest-bearing debt by nearly Ft300m in 1993, putting it on target to reach its goal of a total Ft500m reduction by late 1995. This, in turn, has led the company to end its attempts to sell off Nedlloyd's profitable offshore drilling subsidiary, Mr Berendsen said.

He announced that Nedlloyd would launch quarterly corporate reporting starting in May. Until now the company has published half-year and full-year figures.

Small shareholders seek a voice in bank boardrooms

Andrew Hill examines Italy's corporate changes

Shareholder meetings at Italy's state-controlled banks used to be brisk affairs. Once IRI, the state holding company, had voted its majority stake there wasn't much point in the 30 or 40 other shareholders present prolonging the agony.

Privatisation seems to have changed all that, as 500 shareholders in Credito Italiano learned to their cost last Saturday in Genoa's converted cotton exchange. The first assembly since the December sell-off of IRI's 64 per cent stake lasted until 5am on Sunday morning, as the bank's new owners dissected the balance sheet and elected a new board.

The prospect of spending most of the weekend in a half-empty conference hall, with only professional investors and a well-thumbed annual report for company, is still not a great draw for ordinary Italians. In Genoa, there was little sign of the fabled Piccolo Azionista, the small shareholder for whom 40 per cent of the bank's shares were reserved in the original sale. Banca Commerciale Italiana (BCI), privatised in February, faces an even tougher challenge attracting the small shareholder to its assembly in Milan tomorrow.

But apart from disappointment about the low turnout - Credito Italiano had expected at least 800 people in the 1,500-seat hall - there is also concern about who will control strategy at the newly privatised banks. In particular, analysts point out that many of the main shareholders of Credito Italiano and BCI are old allies of Mediobanca, the Milanese merchant bank with a finger in many of Italy's industrial and financial pies.

The theory goes that as the

PRINCIPAL SHAREHOLDERS

Credito Italiano	%
Res Assicurazioni/Allianz	3
Franco Tosi International	3
Commercial Union	2.05
Credito Italiano employees	4.5
Banca Commerciale Italiana	
Generali	3
Commerzbank	2.98
Paribas	2.98
BCI employees	4
* estimated	

Italian banking system opens up to greater domestic and international competition, Mediobanca will need to protect its core activities of medium and long-term lending and corporate finance. Stakes in the privatised banks are limited to 3 per cent, but directors sympathetic to Mediobanca could still help ensure the relations with Credito Italiano and BCI, both of which already distribute Mediobanca financial products through their retail network, remain cosy rather than confrontational.

Events since last weekend's Credito Italiano assembly seem to have confirmed this interpretation. Of the 11 directors elected on Saturday, at least five have strong Mediobanca links. Three, including the privatised bank's chief executive Mr Egidio Giuseppe Bruno, are also Mediobanca directors and were duly appointed to the Credito Italiano five-man executive committee at Monday's first board meeting.

Observers expect Saturday's BCI meeting to yield a board similarly friendly to Mediobanca, helped by the fact that Mr Pietro Grandjacquet, BCI's chief executive, announced last weekend that he would not seek re-election. Mr Grandjac-

quet, in spite of having a seat on Mediobanca's board, was said to be the principal advocate of a more independent strategy for BCI. He could well be replaced on Saturday by Mr Enrico Beneduce, a senior manager of BCI and nephew of Mr Enrico Cuccia, honorary chairman of Mediobanca.

Whether Mediobanca decides to use this influence, and how, remains to be seen. Other analysts believe the merchant bank's role has been exaggerated and the independent line will be championed by representatives of up-and-coming Italian companies not yet in the Mediobanca network, and by directors nominated by foreign shareholders such as the Commercial Union of the UK or Germany's Commerzbank.

As one observer put it last weekend, "John Carter [the CU chief executive elected to Credito Italiano's board] doesn't even know Enrico Cuccia".

Mr Achille Maramotti, founder of the Max Mara fashion group, and Mr Leonardo Del Vecchio of Luxottica, maker of spectacle frames, also won seats on the Credito Italiano board. Still, they will have to fight hard if they want to assert a dissident line.

Speaking before last Saturday's meeting, Mr Gilberto Benetton, who looks after stakes in both Credito Italiano and BCI for Edizione Holding, the Benetton clothing group's parent company, said the purchase of shares reflected the group's belief in the aims of privatisation. But he added: "Up to now it was a simple privatisation, but nobody knew who was in charge. These assemblies are the moment of truth."

Babcock to raise £79m amid shake-up

By Andrew Baxter in London

Babcock International, the engineering contractor and materials handling group, yesterday announced a four-for-seven rights issue to raise about £78.6m (\$116m) and is restructuring its heavily loss-making energy division.

The shake-up will lead to 450 job cuts at Babcock's manufacturing plant at Renfrew, Scotland, and a £25m exceptional charge in the year ended March 31. As a result, the group estimates its pre-tax loss was £41.2m for 1993-94, against a profit of £21.1m a year earlier, and it is passing its final dividend.

Babcock shares rose from 33p to 37p as the City reacted warmly to the long-awaited announcement of its future strategy, following the arrival in October of a new management team.

Babcock has been hit by troubles in its contracting businesses, the biggest of which was technical problems on its \$400m-plus flue gas desulphurisation contract at National Power's Drax power station in North Yorkshire.

The company plans to move its energy division away from large construction activities and become more focused on technology, engineering and project management.

Background, Page 25

Benetton ahead 12% over year

By Andrew Hill
in Milan

Benetton, the Italian clothing group, again defied the worldwide recession, increasing net consolidated profits last year by a further 12.6 per cent to £208m (\$306m), compared with £185m in 1992.

The company backed up an optimistic statement by proposing a 10 per cent increase in the dividend, to £385 a share from £350.

Benetton said it had experienced strong growth in sales in the US and Caribbean, where

revenue increased by 19 per cent, in the east Asia (33 per cent growth) and the Middle East (up 61 per cent).

Overall consolidated sales in the 120 countries where Benetton is now established rose to £2,751bn, against £2,512bn in 1992.

Operating profits increased 14 per cent to £408m, while an additional 75m pieces of clothing were manufactured worldwide. Benetton said there had been a further cut in operating costs, due to continuing rationalisation of production, including the integration of Benetton's Italian manufacturers into the group.

The group drew attention to the performance of its shares in 1993, during which the market capitalisation of Benetton nearly doubled to £4,345bn from £2,278bn, while the principal Milan stock market index increased by 36.6 per cent.

Over the last year, Benetton has been keen to widen the international spread of its shareholder register. At the beginning of this month, the group announced plans for a bond issue and a placing of 19m new shares overseas.

Caterer ahead 50% after break from Forte

Gardner Merchant, the UK contract caterer bought by the management from Forte for £402m at the end of 1992, lifted profits by 50 per cent for the year ended January 31 and took turnover through the 21bn barrier, writes David Blackwell in London.

Europe's biggest caterer said no date had been set for its flotation, but City of London analysts suggested that if it were to come to the market this year it could be valued at £800m (\$981m) or more.

Gardner reported profits before interest and tax of £46.9m (£31.3m) on turnover up from £980m to £1,02bn. Margins improved from 3.2 to 4.6 per cent. The results were good, said one analyst, but should have been better in 1992.

Dividend unchanged at Vienna airport

By Patrick Blum
in Vienna

Vienna International Airport (VIA) group yesterday reported lower profits for 1993 but said that it would maintain its dividend at 8 per cent.

Group pre-tax profit was Sch540.9m (\$45.3m) - down from Sch554.3m in 1992 - on turnover of Sch3.1bn. Passenger traffic rose by 5.3 per cent to 7.2m.

"Ruinous price and competition wars and the beginning of the liberalisation phase in air traffic" had adversely affected the results, the company said.

However, it added that strong growth was expected this year.

VIA is 27 per cent private

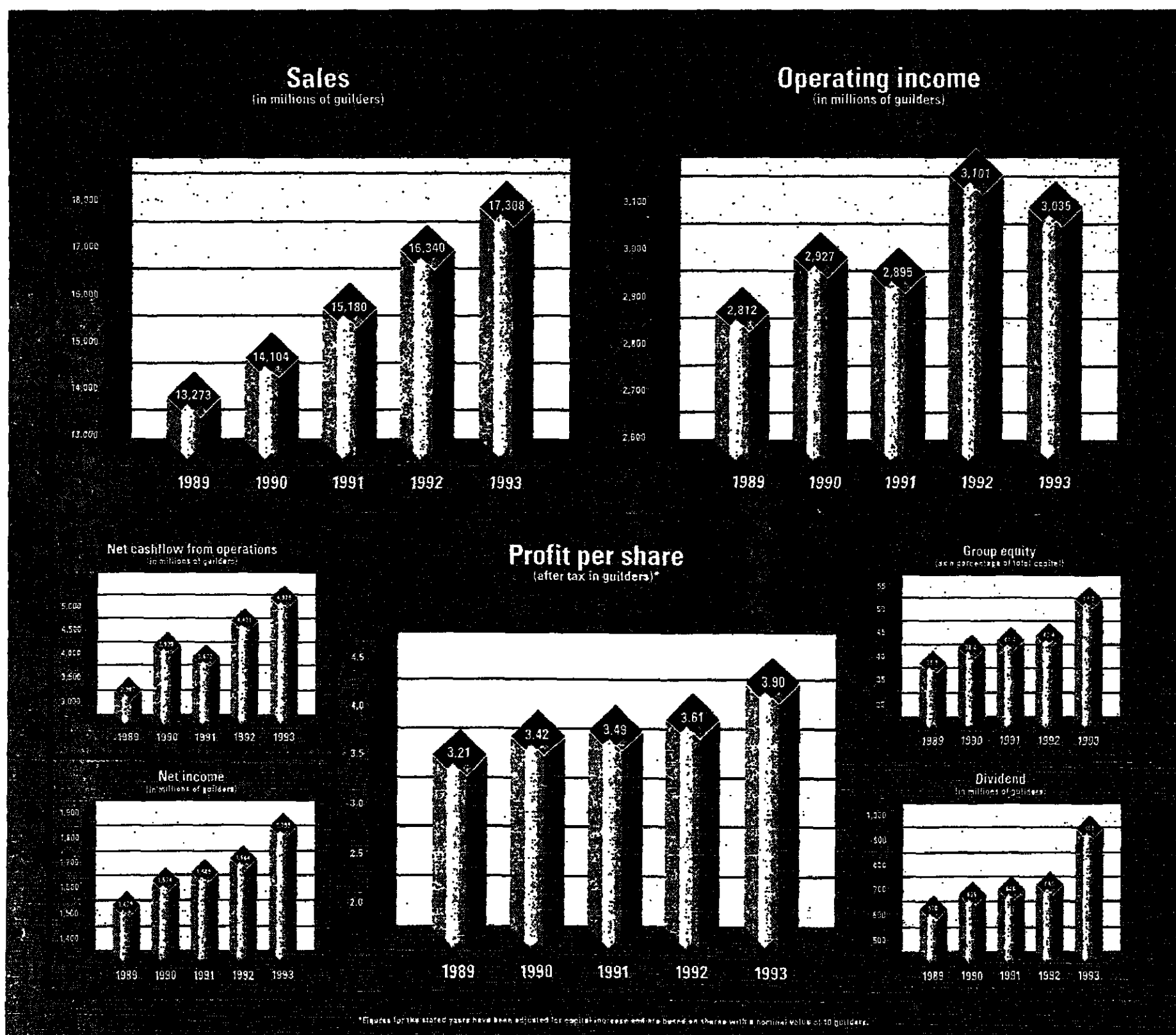
and the government is expected to sell at least half of its 36.5 per cent stake this year. The city of Vienna and the province of Lower Austria each have 18.25 per cent stakes.

Austrian Airlines posted a loss of Sch737m after tax last year, in spite of a slight increase in traffic and steps taken to reduce costs and increase revenues.

The number of passengers carried rose by 1.8 per cent compared with the previous year to just above 3m. Air freight increased by 5.6 per cent.

But flight revenues fell by 1.4 per cent to Sch9bn, and total income was down 1 per cent to Sch10.9bn.

KPN 1993. Results.



Royal PTT Nederland NV (KPN) once again achieved good results in 1993. KPN increased its net income by almost 8% to 1,795 million guilders. The dividend has been set at 50% of net income (898 million guilders). Sales increased by nearly 6% to 17,308 million guilders. Capital expenditure amounted to 3,180 million guilders. Group equity rose by 7% - to represent, at the end of 1993, 49.2% of total capital. PTT Post performed well. Sales amounted to 5,396 million guilders, resulting in a net income of 372 million guilders. PTT Telecom more than maintained its net income at 1,366 million guilders and sales amounted to 11,831 million guilders, despite increasing pressure from foreign competitors.

KPN is building a solid basis for the future. For example, PTT Post is preparing 'Briefpost 2000', a scheme to further enhance both the efficiency and the quality of mail sorting in the Netherlands. In addition, PTT Post is offering new services to business customers, such as the unique European transport network 'Trucknet'. Unisource - the joint venture between Dutch, Swedish and Swiss telecom operators will be further strengthened by its recent co-operation with Spain's Telefonica. This consortium is developing the ability to provide international business with competitive solutions for global communication.

At the same time, PTT Telecom continues to expand its ISDN facilities for the simultaneous transfer of speech, text, image and data. In this way, all our clients can look forward to an ever-improving range of services and products. For a copy of our 1993 Annual Report, please call us on +31 5700 29169 or use our fax +31 5700 22807.



koninklijke ptt nederland

سكنى من الاعمال

INT'L COMPANIES AND FINANCE

Christopher Brown-Humes in Stockholm outlines Volvo's strategy

Everything that does not conform must be sold off

For the first time in months, the pressure on Volvo's senior executives is off. After a period of large losses and the trauma of the collapsed merger with Renault, the company has emerged into a period of strong recovery with a firm strategy.

It is a strategy which has been generally welcomed by shareholders and the market, even if some motor industry experts are not fully won over. Everything which does not conform with the concept embodied in Volvo's name - latin for I roll - will be sold. That means the disposal of all activities built up during the heydays of 1980s diversification, including consumer products, pharmaceuticals, stock-broking and property.

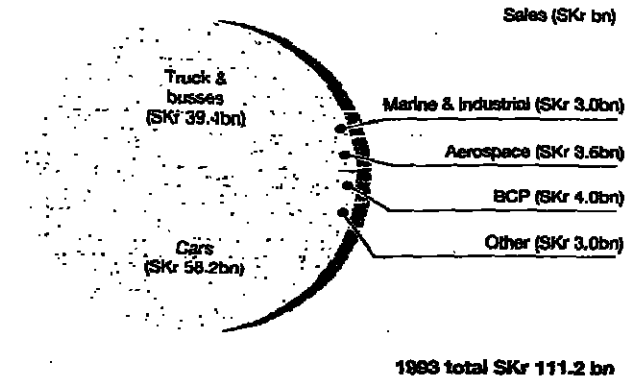
By the time the programme is fully implemented at the end of 1996, the group will have shed some SKr40bn (\$3.1bn) worth of non-core assets, including its holdings in two of Sweden's biggest companies: Pharmacia, the pharmaceuticals group, and BCP, the consumer products concern. The company will be a pure transport group for the first time since the mid-1970s.

Analysts say the group could generate as much as SKr20bn in capital gains from the programme. If realised, this would reduce its SKr14.7bn net debt and help to reach an equity-to-assets ratio of 50 per cent, double today's level.

The calculation is that a strong balance sheet will give the group enough muscle to sit out cyclical industry troughs. It will provide the resources for the group to support its automotive operations without relying on the economy-of-scale benefits that the Renault link-up would have brought.

"The key thing here is that after the disposals, Volvo will be strong enough to develop a new car on its own," says Mr Christian Diabitsch, Swedish analyst with Kleinwort Benson in London. The top-range 900 series is in the process of renewal. While a new 400 series is being developed in collaboration with Mitsubishi

Volvo



through a Dutch-based joint venture called NedCar. Volvo's aim is no longer to find a single partner; rather it is to strike specific co-operative ventures with a number of different companies across the range of its activities.

There is much talk of internal as well as external partnership. By this the group aims to shorten lead times and increase co-ordination of operations across different model ranges.

In the short term, the company has gained a respite thanks to the weak krona, recovery in key markets, intense cost-cutting, and the success of its 860 model. Profitability will soar in 1994 and 1995, enhancing the benefits it will derive from the disposals and further cost-cutting.

Question marks remain over the group's longer-term strategy. Many commentators believe it will be forced to seek a deeper alliance with another manufacturer, particularly to support its car operations.

"My worry is that Volvo has underestimated the costs and complications of running joint venture collaborative agreements," says Professor Garel Rhys, director for the Centre of Automotive Industry Research at the Cardiff Business School.

He believes that other car manufacturers match Volvo's traditional selling strengths in

safety, quality and longevity. He says that without being able to charge a premium for its product, the group will be forced to seek economies of scale with another big automotive group to avoid having the higher unit costs of the small-scale manufacturer.

The way ahead could include a deepening of Volvo's collaboration with Mitsubishi, or even a partnership with Honda, following BMW's takeover of the Rover Group.

Prof Rhys believes Volvo would be better advised to look to Japan for its partners, rather than Europe. "With a European partner, Volvo would become a branch factory of a European operation. With a Japanese company, it could become a bridgehead into Europe," he says.

But Volvo has gained a breathing space to consider its options when it can negotiate with a potential partner from a position of strength.

Mr Soren Gyll, chief executive, stressed at Wednesday's annual general meeting in Gothenburg that he had not changed his views since last autumn when the group was in the throes of its controversial merger with Renault.

However, he may find that Volvo's independence has to be compromised to a greater extent than he seems to envisage.

BCP's core should draw buyers

BCP's strong brand names and dominant market positions should ensure that there is plenty of buyer interest in its core food, beverage and tobacco operations.

The division, which last year had revenues of SKr23bn (\$2.2bn) and operating income of SKr1.4bn, is an agglomeration built up by acquisition over many years.

Disposal is likely to be through piecemeal sales to Nordic and international groups, say analysts.

The Nordic countries constitute BCP's main market, with Sweden accounting for 55 per cent of sales.

The company dominates the Swedish beer and soft drinks market, with a 50 per cent share through brands such as Pilsner and Ramlösa, while Fazer, Abba and Ekström's Onco are strong brand names on the food side.

Analysts say Nordic consumer product companies such



Soren Gyll: Volvo aims to mop up BCP shares it does not own

as Norway's Orkla and Finland's Huhtamäki may show an interest in parts of BCP's food and drink business, seeing it as an opportunity to bolster market share.

However, they expect competition from big continental companies, such as Nestlé. The

beer segment may see a challenge from Carlsberg.

On the tobacco side, Swedish Match Lights, BCP's most international operation, is the world's largest producer of matches and the third-largest manufacturer of disposable lighters.

Such a strong global position will almost certainly entice interest from groups such as Philip Morris and Hanson. Swedish Match has a strong position in the domestic market, where it is the leader for matches and cigarettes.

BCP's market value is SKr18bn-SKr20bn. Volvo's current 73.6 per cent stake is booked at only SKr5.5bn, suggesting big capital gains.

However, sales are unlikely to begin before Mr Soren Gyll, Volvo chief executive, has completed his bid to mop up the BCP shares which the company does not own. Selling BCP will be easier for Volvo when it has full control.

Pharmacia sale may face hurdles

Volvo's plans to sell a 28 per cent stake in Pharmacia will end an involvement in the pharmaceutical industry which dates back to 1985.

Pharmacia is one of the world's top 20 drugs companies with 1993 sales of SKr27bn (\$3.4bn) - bigger than Astra, its main Swedish rival - and it has strong market positions in areas such as growth hormones, eye surgery, and smoking cessation.

It will not be an easy shareholding for Volvo to offload and it has made the government's task of selling a 40 per cent stake in Pharmacia this summer, Sweden's biggest privatisation, more complex.

Volvo's stake will hang over the privatisation, even though

it has a pact with the government which prevents it from selling all but a small portion of its holding before the end of next year. This means Volvo must sell in 1996 to comply with its own disposal timetable.

At today's price, Volvo would get SKr7.7bn from selling the Pharmacia stake, against a SKr6.2bn book value. But the company will probably expect proceeds to be higher, providing the privatisation proceeds smoothly and pharmaceutical stocks come back into fashion.

For the moment, the sector is overshadowed by worldwide pressure on healthcare spending.

Much will depend on how

Pharmacia performs over the next two years. The group will undergo restructuring following a period of rapid expansion and last year's \$1.3bn purchase of Farmitalia Carlo Erba, the Italian pharmaceutical company.

Pharmacia does not have the volume growth of Astra, and it will be relying on cost-cutting to lift profits.

The company has indicated it expects as much as half of its production capacity - spread over 46 plants in 15 countries - to be closed in the next four years.

At the moment, the most widely held view is that Volvo is most likely to dispose of its stake through an institutional placing.

led many companies to review the risks they may be running through their corporate treasury activities.

Mr Yates said companies that had lost money on derivatives were a minority. A review of the trades with Procter & Gamble and Gibson had shown them to be "correct and proper in every way".

Bankers Trust provided more details yesterday of its trading results in the first quarter, which were well below 1993 levels. The bank said it lost \$48m on trading for its own account, an activity which made \$594m in 1993.

US bank sees cut in derivative use

By Richard Waters in New York

Many companies are reducing their use of financial derivatives following the upheaval in financial markets of the past two months, a senior executive of Bankers Trust, the US bank, said yesterday.

There was likely to be "some slowdown [in the use of derivatives] as policies and procedures are tightened up among corporate users," said Mr Tim Yates, the bank's chief financial officer. "That in itself may be a good thing," he added, and predicted that the use of deriv-

atives to manage financial risk would continue to grow in the long term.

Bankers Trust, the US commercial bank which has been one of the most active banks in selling derivative instruments to help companies manage risk, has been threatened with legal action by two companies in the past 10 days which have lost money on rate swaps.

Procter & Gamble last week put its losses at \$102m, while Gibson Greetings, a US greetings card company, said on Tuesday that it faced a paper loss of \$19.7m.

These and other losses have



SHANGHAI TYRE & RUBBER CO., LTD.
(Incorporated in the People's Republic of China ("PRC"))

RESULTS

The Board of Directors of Shanghai Tyre & Rubber Co., Ltd. ("the Company") is pleased to announce the audited consolidated results of the Company and its subsidiaries ("the Group") for the year ended December 31, 1993 in conformity with International Accounting Standards ("IAS").

	1993	1992
	(Expressed in thousands of Renminbi ("RMB000") except for earnings per share)	
Sales	2,231,105	1,622,461
Net profit before taxation and minority interests, including net foreign exchange gain of RMB 55,994,000 (1992 - net foreign exchange gain of RMB 153,540,000)(Note 4)	303,937	344,537
Taxation - current (Note 2) - deferred (Note 2)	(43,284)	(53,043)
Net profit after taxation	260,653	273,094
Minority interests	(3,730)	(2,558)
Net profit after taxation and minority interests	256,923	270,536
Earnings per share (Note 3)	RMB 0.318	RMB 0.407

NOTES

1. The above consolidated results were prepared in conformity with IAS for information of B shareholders only. The results differ from those of the statutory accounts which were prepared in accordance with applicable accounting principles and financial regulations in the PRC for joint stock limited companies. Consolidated net profit after taxation and minority interests per the statutory accounts was RMB 257,325,000 (1992 - RMB 224,586,000).

2. For the year ended December 31, 1993, the Company was subject to Enterprise Income Tax ("EIT") at 15% of assessable profits. For 1992, it was subject to EIT at 27% for the period from January 1, 1992 to June 30, 1992 and at a reduced rate of 15% for the period from July 1, 1992 to December 31, 1992.

The Company was also subject to Industrial and Commercial Consolidated Tax ("ICCT") at 10.1% on sales of rubber tyres for the years ended December 31, 1993 and 1992.

Effective January 1, 1994, subsequent to the introduction of the tax reforms by the PRC government, the ICCT has been replaced by Value Added Tax ("VAT") and Consumption Tax. VAT is a tax charged on top of the selling price and is levied at a general rate of 17% on the gross turnover upon the sales or import of goods, processing or repairing services. An input credit is available whereby VAT previously paid on purchasing of semi-finished products or raw materials, etc. can be used to offset against the VAT on sales level to determine the net VAT payable. In addition, a consumption tax of 10% will also be levied on the sale of rubber tyres.

In view of the above tax reforms, a concessory measure has been made available to foreign investment enterprises approved to be established before December 31, 1993. Where the tax burden of such foreign investment enterprises increases due to the imposition of the new Value-Added Tax and Consumption Tax, the measure allows the foreign investment enterprises to, upon application and approval from the tax authorities, have a refund on the excess tax paid due to such increased tax burden within their approved operation period or a maximum period not exceeding five years, whichever is the lesser.

The Directors are of the opinion that subject to further clarification and approval from the tax authorities, this provision will apply to the Company. The Company will be applying to the tax authorities for this concessory measure.

Taxation on profits of subsidiaries was calculated at the applicable rates in accordance with the relevant tax regulations in the PRC.

3. The calculation of earnings per share is based on the consolidated net profit after taxation and minority interests for the year of RMB 256,923,000 (1992 - RMB 270,536,000) and 808,807,020 shares in issue after the bonus issue of 10.3 on June 25, 1993 (1992 - as restated 694,823,458).

4. The net foreign exchange gain comprised a net foreign exchange transaction gain of RMB 115,118,000 (1992 - RMB 23,684,000) and a net foreign exchange translation loss of RMB 59,124,000 (1992 - net foreign exchange translation gain of RMB 129,856,000). The net foreign exchange transaction gain in 1993 arose primarily from the revaluation of foreign currency denominated transactions, fixed assets and construction-in-progress at the exchange rates prevailing on transaction date as quoted by the Shanghai Foreign Exchange Transaction Centre ("Swap Centre rate").

5. On December 29, 1993, the People's Bank of China announced the unification of the official and Swap Centre exchange rates. This has brought the official exchange rate more in line with the Swap Centre rate. As of January 1, 1994, the official rate was US\$1=RMB 8.7 (US\$1 = RMB 8.8 as of December 31, 1993).

FINAL DIVIDEND

Shareholders will be informed of the proposed final dividend prior to the Company's Annual General Meeting.

ANNUAL REPORT

The Company's 1993 annual report incorporating details of business review and prospects of the Company will be despatched to members as soon as practicable.

Shanghai
The People's Republic of China
April 21, 1994

By order of the Board
Secretary
Xu Yue Cun

Notice of the Annual General Meeting of Shareholders of Shanghai Tyre & Rubber Co., Ltd.



As resolved by the Board of Directors of Shanghai Tyre & Rubber Co., Ltd. (the "Company"), the 1994 Annual General Meeting of Shareholders of the Company shall be held at 9:00 a.m. Beijing time on May 20, 1994 at the Friendship Room, 3/F Shanghai Exhibition Centre, 1000 Yanan Road Mid, Shanghai. The relevant details are set out below:

A. The agenda of the Meeting is as follows:

1. To consider and approve the working report of the Board of Directors for 1993.
2. To consider and approve the working report of the Supervisory Committee for 1993.
3. To consider and approve the 1993 financial report and the financial budget for 1994.
4. To consider and approve the 1993 financial statements and the bonus distribution plan.
5. To consider and approve the capital raising plans.
6. To consider and approve other items.

B. Participants of the Meeting

Holders of the Company's shares registered in the record of shareholders at the Shanghai Securities Central Clearing & Registration Corp. on May 6, 1994 and holding more than 5,000 shares of the Company are entitled to attend the Meeting or to appoint proxy to attend. Those holding less than 5,000 shares can negotiate amongst themselves to appoint one representative, for every 5,000 shares, to attend. The Company will mail all the relevant information to those not represented at the Meeting.

C. Registration for the Meeting

1. Qualified shareholders who wish to attend the Meeting should register in person with the Company during the registration hours at the address set out below, by presenting their identity card (or identity card of the shareholder, the power of the attorney and the identity card of the proxy) and copies of their share account documents.

The Company will notify the qualified shareholders of further relevant information.

2. Registration hours: May 6, 1994
(Beijing Time 9:00 a.m.-11:30 a.m., 2:00p.m.-4:00p.m.)

3. Address of the registration office: Room 807, 8th Floor
97, Ji Mo Road
Pudong New Area
Shanghai 200120
(Tel: 878 8740)

4. Company's contact: Xu Yue Cun, Xu Dong Ming
Telephone: (021) 3290433 ext 31
Facsimile: (021) 3299609

D. The duration of the Meeting is half a day. Accommodations, transportation and food will not be provided.

Shanghai Tyre & Rubber Co., Ltd.
April 21, 1994

Notice to the Holders of

US\$ 51,975,000

Electrowatt Finance (B.V.I.) Limited
(Incorporated with limited liability in the British Virgin Islands)**5% Convertible Bonds Due 1998**
(the "Bonds")

Guaranteed by, and Convertible into, Bearer Shares of

**Electrowatt Ltd.**

(Incorporated with limited liability in Switzerland)

The Annual Meeting of Shareholders of Electrowatt Ltd. held on 29 March 1994 passed a proposal of the Board of Directors to split the company's bearer shares in the ratio of 1:10 as at 6 April 1994 and to conditionally increase the equity capital by an amount not to exceed Sfr. 25,000,000 to secure the warrant rights of a new issue of

3% Bonds with Warrants due 2004 with a total value of Sfr. 200,000,000

to be offered to the existing shareholders and former holders of participation certificates.

Therefore, with effect from 22 April 1994 the exercise rights will be amended as follows: In accordance with the Conversion Terms of the Bonds, in the period up to and including 25 June 1994 (the "Final Conversion Date") each Bond with a par value of US\$ 1,350 may be converted into 10 new Electrowatt Ltd. bearer shares with a par value of Sfr. 50 each on payment of the Conversion Price, which has been reduced from US\$ 1,282 to US\$ 1,248.20

The adjustment of the Conversion Price has been calculated as follows:

(10xSfr. 2.-) divided at an exchange rate of Sfr. 1.45 per \$1 = \$ 13.80

* Last Paid Price on the Zurich Stock Exchange on the first day (5 April 1994) on which recipients of subscription rights could dispose thereof.

Bond Redemption

In conformity with the Terms and Conditions of the Bonds, Electrowatt Finance (B.V.I.) Limited has elected to redeem all outstanding Bonds on

30 June 1994 (the "Redemption Date")

at a redemption price of 100% together with interest accrued to the Redemption Date.

The bonds will be redeemed, free of charge, by presenting them for payment at any of the Paying Agents listed below together with all unmatured Coupons, failing which the amount of any missing unmatured Coupons will be deducted from the sum due for payment.

Bonds will become void unless presented for payment within ten years and Coupons within five years from their respective Relevant Dates.

The last day for the conversion of the Bonds will be close of business on 25 June 1994.

Principal Paying and Conversion Agent:

Credit Suisse
Paradeplatz 8
CH-8001 Zürich

Paying and Conversion Agents:

Credit Suisse (Luxembourg) S.A.
58, Grand' Rue
1660 Luxembourg

Zurich, 22 April 1994

For Electrowatt Finance (B.V.I.) Limited
CREDIT SUISSE

5% Electrowatt Finance (B.V.I.)
Limited Convertible US\$ bonds 1983-98

New Bearer shares
with a nominal value of Sfr. 50 each

Swiss Securities Number:
ISIN:
Euroclear:
Cedel S.A.:

933 835
CH 000 933 835 5
Ref. No. 3286
Ref. No. 261 238

Swiss Securities Number:
ISIN:

201 676
CH 000 201 676 1

Sears in the red as insurer suffers

By Laurie Morse in Chicago

Sears, Roebuck suffered a first-quarter loss of \$97.7m, or 27 cents a share, after claims related to California's earthquake shook the company's Allstate Insurance unit in the same period a year ago, the group's income from continuing operations amounted to \$317m, or 82 cents.

Sears consolidated revenues in the first quarter rose 8.6 per cent to \$12.77bn, from \$11.8bn last year.

Allstate this week revised its estimate of earthquake-related

losses to \$550m, from \$600m. It was the company's second revision of its earthquake liabilities. The insurer had initially put its earthquake losses at \$350m, but raised the estimate on March 21.

Allstate, which is 80.1 per cent owned by Sears and contributed \$320.1m to Sears' income in the first quarter of 1993, delivered \$220.5m in losses in this year's first quarter.

The catastrophe losses at Allstate, which totalled \$1.1bn for the quarter, masked a strong performance by Sears'

other main business, its retail stores.

Sears Merchandise Group income more than doubled in the first quarter, to \$128.5m from \$63.6m a year ago. Group sales advanced to \$5.5bn, from \$5.1bn last year.

Mr Rick Nelson, retailing analyst for Duff and Phelps in Chicago, said Sears' 13.4 per cent increase in comparable store sales during the quarter reflected the success of new merchandising strategies.

"The merchandising group actually did better than expected," he said. Quarterly mer-

chandising sales were also boosted by the fact that the Easter selling season fell in the first-quarter reporting period this year, Mr Nelson said.

Homeart, Sears' real estate division, saw income rise to \$5.2m in the first quarter from a loss of \$3.2m a year ago.

Mr Edward Braunman, chairman said, "Operating performance at Sears Merchandise Group and Allstate Insurance was solid, and the underlying fundamentals of these groups are strong, as evidenced by revenue growth of more than 8 per cent."

Net income at Nabisco drops 8% to \$194m

By Richard Tomkins in New York

Strong growth in overseas cigarette sales helped RJR Nabisco, the US food and tobacco group, compensate for the continuing effects of lower prices in the domestic market in its first quarter.

Net income fell by 8 per cent from the comparable quarter's \$210m to \$194m before extraordinary items. The latest figure, however, included a one-time tax benefit of \$20m. At the pre-tax level, profits fell by 11 per cent to \$228m from \$270m.

Sales were down to \$3.77bn from \$3.74bn and earnings per share, fully diluted and excluding extraordinary items, were down 25 per cent to 12 cents from 16 cents.

The figures are the last that will suffer from an unfavourable comparison with quarters preceding last year's so-called "Marlboro Friday", when Philip Morris prompted a price war by cutting the price of its premium brands.

RJR Nabisco said international tobacco volumes rose by 12 per cent, with strong performances in western Europe, the former Soviet Union and Canada. The company planned to start manufacturing in the Czech Republic.

International tobacco sales were up 4 per cent at \$727m and operating profits rose by 13 per cent to \$179m.

Domestic tobacco volume was 9 per cent lower than in last year's first quarter and sales, at \$1.18bn, were 19 per cent lower. Operating profit was down 21 per cent to \$93m.

However, domestic tobacco margins rebounded almost to the comparable quarter's levels. Although its low-cost brands lost volume, sales of its premium brands like Camel and Winston were almost the same, reflecting the company's decision to concentrate on profitability.

The Nabisco foods division increased operating profits by 13 per cent to \$230m, with Nabisco Biscuit doing well from new, reduced-fat versions of its cookie and cracker brands.

Cummins ahead at \$54.6m for first term

By Laurie Morse

Cummins Engine Company, the US manufacturer of heavy-duty diesel engines for trucks, school buses, and power generation plants recorded a strong improvement in first-quarter net earnings.

The group lifted net income to \$54.6m, or \$1.35 a share, on sales of \$1.1bn, up from \$41.1m, or \$1.12 a share, on sales of \$1bn in last year's first quarter.

"We are pleased to show continued improvement in our results as we benefit from good business conditions in most of the markets we serve," said Mr James Henderson, Cummins' president. "We expect second-quarter performance to be strong, with results above those achieved in the first quarter."

Sales of engines for heavy duty trucks in the North American market were particularly strong in the quarter, leading to increased production schedules at Cummins' Jamestown, New York plant.

Cummins said sales to industrial markets also increased significantly over the 1993 fourth quarter, particularly in the agricultural and construction segments of its business.

Sales of power generation equipment declined from the fourth quarter, and sales of mid-size engines also weakened.

This was the result of some business being pulled from the first quarter into the fourth to avoid price increases associated with emission changes in engines or equipment price increases.

Earthquake pushes Allstate into loss

By Patrick Harverson in New York

Allstate Insurance, swamped by catastrophe claims from the recent southern California earthquake, yesterday reported a loss of \$275.2m for the first quarter of this year.

The loss was a dramatic reversal for the US insurance group, which in the same quarter of last year made a profit of \$320.1m.

The insurer said the earthquake which struck the Los Angeles area on January 17, was the second costliest catastrophe in its history, after Hurricane Andrew in 1992. The company recently revised its estimate of earthquake losses from \$600m to \$550m.

Mr Wayne Hedden, chairman, said the lesson of the California earthquake was that, with so many people unable to afford earthquake insurance, the financial impact of large natural disasters needed to be addressed at a national level.

He said the company was supporting the Natural Disaster Protection Act before Congress.

The act proposes that the public and private sector jointly provide homeowners

with affordable insurance against natural disasters.

Although Allstate's revenues rose during the quarter by 4 per cent to \$5.52bn, the cost of meeting catastrophe claims from the earthquake and the severe weather which blanketed much of the US during the winter left the company nursing an operating loss (excluding after-tax capital gains) of \$349.4m.

A year earlier, Allstate reported an operating profit of \$259.3m. As a result of the catastrophe losses, the company's combined ratio - claims plus expenses over premiums -

jumped 26.9 points to 127.7 in the quarter.

Allstate's life insurance operations, however, remained profitable during the quarter, with income rising slightly to \$64.6m on revenues of \$724.6m.

Yesterday's results did not surprise analysts, and they had little impact on the company's share price, which eased 34¢ to \$24.04 on the New York Stock Exchange.

Chubb Corporation, another US insurer, was also hit by earthquake and winter storm losses. It posted net income of \$73.2m for first quarter, down from \$125m a year earlier.

Northwest Airlines returns to the black

By Richard Tomkins

Northwest Airlines, the US carrier that returned to the stock market last month after being taken private five years earlier, yesterday reported net income of \$18.3m in its first quarter, compared with net losses of \$100.3m last time.

The profit was in sharp contrast with the losses reported a day earlier by American Airlines and USAir, which said they had been hit by a combination of exceptionally severe winter weather and low fares.

However, Northwest's figures were flattered by two non-trading items. It gained \$9.2m before tax from an accounting item relating to its employee stock ownership plan, and a further \$12.7m from a cut in depreciation expenses following a revaluation of some of its aircraft.

Operating revenues rose by 5 per cent to \$2.13bn and earnings per share were 5 cents, compared with losses of \$1.86 last time.

One reason why Northwest's figures suffered less badly than those of American Airlines and USAir is that its route structure is not concentrated in the north-east of the US, where the worst of the winter weather struck.

The airline is also benefiting from wage and benefit concessions worth \$86m over the next three years, under an agreement with its employees which will give them a 27.4 per cent stake in the company.

Mr John Dasburg, president and chief executive, said seasonal factors usually produced a loss in the first quarter. He attributed the results to the company's strategy of concentrating on profitable flying.

During the quarter Northwest rescheduled operations at its Memphis hub to boost traffic and increase profits. It also announced new services in four North American markets feeding its hubs.

Internationally, the airline announced a new Pacific spring schedule including extra flights on its Detroit-Tokyo, Los Angeles-Osaka and Tokyo-Shanghai routes, and eliminated its unprofitable Los Angeles-Sydney and Seattle-Seoul routes.

Northwest and its European partner, KLM Royal Dutch, also replaced first class with world business class accommodation on intercontinental flights.

Upturn in US helps Monsanto lift to record \$194m in quarter

By Frank McGurty in New York

Monsanto, the St Louis-based chemical group, yesterday said the cyclical upturn in the US economy and a strong performance by its herbicide business helped lift profits to record levels in the first quarter.

Net income in the first three months of 1994 climbed 38 per cent to \$194m, or \$1.63 a share, from \$141m, or \$1.17, in the year-earlier quarter, when the company realised an after-tax gain of \$22m, or 18 cents.

The results exceeded Wall Street's consensus forecast of \$1.53 a share, but the stock made only modest progress on the announcement. In early trading on the New York stock market, the share price added \$4 to \$76.4.

Mr Paul Raman, an analyst with SG Warburg in New York, said Monsanto's improved profitability reflected cost cutting as well as strong growth in sales volume.

Consolidated net revenues came in at \$2bn, against \$1.94 in the first 1993 reporting period.

In its agricultural division, the growing popularity of Roundup, an herbicide that allows farmers to clear land without tilling, lifted operating income by 37 per cent.

Better-than-expected sales of BST, a controversial new hormone that increases milk production by cows, helped offset lower prices for most products, especially in Europe.

Mr Raman said early acceptance of BST suggested it could become "Monsanto's new

home-run product", with the potential to grow into a \$500m business within three or four years.

In chemicals, US economic expansion in the second half of last year, and improving conditions in Europe, led through as a 70 per cent surge in first-quarter operating income.

Monsanto benefited from robust demand in automotive and housing sectors, improved productivity and more efficient utilisation of factory capacity.

The Searle pharmaceuticals division returned to profitability with an operating profit of \$12m, after posting a \$27m loss a year ago.

But the NutraSweet aspartame business slipped 15 per cent to \$25m, despite efforts to cut costs and boost market share.

Strong growth in traffic volume helps MCI to 38% profit increase

By Patrick Harverson

MCI Communications, the second-largest long-distance telephone company in the US, yesterday reported a 38 per cent increase in first-quarter profits to \$209m, or 39 cents a share.

A year ago, the company earned \$151m, or 28 cents a share, although that figure included a modest charge taken to cover the early retirement of debt.

Revenues were up 15 per cent at \$2.22bn, and traffic volume increased more than 16 per cent - growth rates that

were more than double the industry average.

The first three months of the year were a busy period for MCI, which announced several strategic initiatives during the quarter.

These included: the investment of \$1.5bn in an alliance with Nextel Communications and Comcast to provide digital wireless personal communications services developed by Motorola; the acquisition of BT North America as part of an alliance with British Telecom; and a joint venture with Banacel, Mexico's largest financial group, to com-

pete for long-distance business in Mexico.

MCI said the key to its growth was the steady winning of new customers. New revenue commitments from large business accounts were up more than 50 per cent on the previous three months.

In addition, it benefited from the continued success of its branded products such as Friends and Family and Proof Positive, and fresh gains in the toll-free market.

Following yesterday's results MCI's shares, traded on the Nasdaq market, eased \$4 to \$23.3.

Year-end sale forecast by Four Seasons Hotels

By Michael Skapinker, Leisure Industries Correspondent

Four Seasons Hotels, the Canadian luxury chain, says it has had over 50 initial inquiries from buyers interested in acquiring the group.

Mr John Richards, senior vice-president, said yesterday the group expected to conclude a deal by the end of the year.

Four Seasons announced earlier this month it was seeking a buyer because Mr Isadore Sharp, its founder and controlling shareholder, wanted to loosen his ties with the group over the next three to five years.

Mr Sharp and his family own 18 per cent of the group's shares, but control 70 per cent of the votes.

The buyer would initially make an offer to outside shareholders, followed later by the purchase of the Sharp family stake.

Mr Richards said the group would formally be placed on the market by Goldman Sachs at the end of this month.

He added that the initial inquiries had come from all over the world, although the majority were from North America.

The group is also trying to sell six of its properties, including the Four Seasons (formerly the Inn on the Park) in London, although it says it will insist on the right to continue managing the hotel.

Mr Richards said the group expected to sell three of the hotels by the end of the year.

Arbitration fails to resolve McCain dispute

By Bernard Simon in Toronto

An arbitrator has failed to resolve the three-year succession dispute between Harrison and Wallace McCain, the brothers who control McCain Foods, the multinational frozen-foods group based in the Canadian province of New Brunswick.

Through the mediator declared invalid a resolution passed by the McCain board which sought to remove Mr Wallace McCain as joint chief executive, he made no finding on the brothers' disagreement over who should succeed them.

Mr Harrison McCain favours his son Michael, while Mr Wallace McCain prefers Mr Allison McCain, who holds a senior position in the group's UK subsidiary.

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* Survey published by Financial Times Publishing Ltd
** Data: MCI Global Information Services January 1994
FT Surveys

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Union Bank of Switzerland
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19th April, 1994

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Bankers Trust Company, London Agent Bank

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INTERNATIONAL COMPANIES AND FINANCE

Murdoch sells HK newspaper stake

By Kieran Cooke in Kuala Lumpur and Simon Holberton in Hong Kong

Malayan United Industries (MUI), a medium-size Malaysian conglomerate headed by Malaysian Chinese entrepreneur Mr Khoo Kay Peng, yesterday said it had paid M\$361m (US\$134.5m) for Mr Rupert Murdoch's remaining 15.1 per cent stake in the South China Morning Post group (SCMP), Hong Kong's biggest English-language publishing company. The move gives Malaysian investors a 50 per cent stake in the SCMP. In September last year Mr Robert Kuok, another Malaysian Chinese regarded as one of south-east Asia's richest businessmen, purchased a 94.9 per cent stake in SCMP for US\$349m.

MUI's purchase of the SCMP appears to have been executed at a price of HK\$4.59 a share, compared with the HK\$5.16 a share Mr Kuok is believed to have paid last year.

The sale by the News Corp chief to Mr Khoo was seen as friendly to Mr Kuok. He and Mr Khoo have co-operated on various ventures in the past, but like Mr Kuok, Mr Khoo and the MUI group are new to the media business.

Last December, MUI purchased a 30 per cent stake in Kerry Financial, a private financial services group in Hong Kong owned by Mr Kuok, for HK\$80m (US\$7.78m).

MUI also controls a listed company in Hong Kong, Morning Star, in which it owns a 53 per cent interest acquired for HK\$223m.

Mr Khoo is known as one of Malaysia's most reclusive businessmen. In the late 1970s and early 1980s the MUI group, centred on banking and financial activities, diversified into property, cement and manufacturing activities.

But the MUI group fell into political disfavour during a mid-1980s political leadership tussle in Malaysia, with Mr

Khoo alleged to be a key supporter of Mr Razaleigh Hamzah, a rival of Dr Mahatir Mohamad, the prime minister. There was also believed to be official displeasure that Mr Khoo spent increasing amounts of time outside Malaysia devoting himself to other business activities and to a charismatic Christian sect called The Christian Abundant Life.

Reports say official pressure was used to make Mr Khoo sell the MUI Bank and its finance company in Malaysia late last year.

But Mr Khoo extracted a good price: the Malaysian Hong Leong conglomerate paid M\$1.1bn for the two institutions, giving MUI a considerable cash hoard.

There is much speculation in Malaysia as to why Mr Khoo bought the SCMP stake. A statement from MUI merely said that the SCMP shares had been acquired for long-term investment as part of the

group's investment strategy.

In recent years MUI has been concentrating on its cement manufacturing concerns in Malaysia and on developing its hotel and property interests. MUI owns the Ming Court group of hotels in Malaysia and has made several foreign acquisitions, particularly in the US. It recently bought a Marriott hotel and office complex in Houston, Texas, and a 750-room hotel in Atlanta, Georgia.

For 1993, MUI had a pre-tax profit of M\$100m on turnover of M\$500m.

● Hong Kong's securities watchdog, the Securities and Futures Commission, said it would examine the sale of the South China Morning Post stake to MUI. Reuter reports from Hong Kong.

The market is speculating on whether the purchase by a close business associate of Mr Robert Kuok complies with Hong Kong takeover and mergers code, brokers said.

Margins pressure on Japan's stores

By Emilio Terazono in Tokyo

Japanese retailers have been hit by continuing weak consumer confidence exacerbated by a cold summer and falling corporate profits.

The growth of discounting retail chains, due to the economic slump and deregulation of the retail industry, has affected profit margins at leading supermarket chains which this week announced annual earnings to February. Convenience store chains, which have been one of the few growth sectors within the industry, have also been affected by the growing trend to discount products, and announced lower-than-expected profit increases.

Most leading supermarket chains were especially hard hit by the fall in clothing sales, the leading profit earners during the past few years. At Ito-Yokado, which suffered its first annual profit fall in 11 years, clothing sales fell 0.4 per cent to ¥444.7bn (¥4.5bn) while food sales rose 2.9 per cent to ¥335.5bn.

The profit fall at Daiichi came in spite of cuts in interest bearing debts and other efforts to strengthen its financial base. The company reported a ¥13.8bn extraordinary profit from the release of its securities holdings and a ¥14.4bn extra loss from the liquidation of its subsidiaries. The company's after-tax profit rose 24.9 per cent to ¥10bn.

At Jusco, company officials

said the number of customers rose after the retailer increased its low-priced product lines, but as a result, the amount which each customer spent declined. After-tax profit at the company rose 3.5 per cent to ¥11.1bn due to asset sales including shares and real estate. The company also posted extraordinary losses from liquidating a subsidiary.

The retailers, still suffering from over-expansion during the economic boom of the late 1980s, hope to implement rationalisation measures this year, including reduction of labour costs. "Supermarket chains above a certain size in Japan seem to experience diseconomies of scale from excessive overheads that result in lower efficiency and performance than that experienced by slightly smaller chains," says Mr Shintaro Hori, director at Bain & Company, the business consultancy.

Mr Dean Perry, retailing ana-

lyst at brokers Lehman Brothers in Tokyo, says retailers' earnings this year will depend on the yen's fluctuations and its effect on overall corporate earnings and prospects for employment. Deflationary pressure on retail prices is expected to persist due to the increase in cheaper imports, widespread competition from discount retailers, and overall deregulation of various industries.

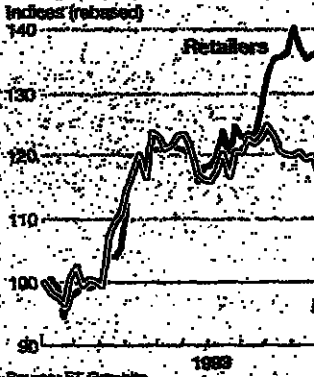
However, many economists are predicting a pick-up in the economy in the second half of the year, led by a rise in consumer spending, and point out that some of the retailers' earnings projections may be too conservative. Daiichi sees pre-tax profits for the year to next February rising 18.1 per cent to ¥26bn, on a 24.9 per cent rise sales to ¥2,590bn. Ito-Yokado expects sales to rise 1.9 per cent to ¥1,565bn and pre-tax profits at ¥86.5bn, up 5.5 per cent. Jusco projects a 10.3 per

cent rise in sales to ¥1,170bn on a 1.9 per cent pre-tax profit to ¥26.5bn.

Meanwhile, earnings growth at convenience stores seems to be slowing, as they, too, have been forced to discount some of the national brand products. The stores, most of which are open around the clock, were previously seen as the high-growth sector of the retailing industry since they cater to a market separate from the supermarket chains and were not susceptible to the fall in prices. However, earnings projections by the retailers yesterday indicated that the industry trend toward discounting has started to affect profits.

For the current year to February, Seven-Eleven Japan expects a 2.1 per cent rise in pre-tax profits to ¥90bn on a 5.5 per cent increase in sales to ¥206.5bn. Family-Mart forecasts a 10.5 per cent rise in pre-tax profits to ¥18.8bn on sales up 9.3 per cent to ¥85bn.

Japanese retailers



Results for year to February 1994				
	Sales Change (%)	Pre-tax Change (%)	Pre-tax Change (%)	Pre-tax Change (%)
Supermarkets	2,075.4	+2.9	22.0	-8.4
Daiichi	1,596.3	+1.6	82.0	-19.9
Ito-Yokado	1,090.5	+5.5	26.0	-5.5
Convenience				
Seven-Eleven	195.6	+7.5	88.1	+3.5
Family-Mart	77.8	+4.5	17.0	+0.7

State closes down second Turkish bank

By John Murray Brown

Marmara Bank yesterday closed the second Turkish bank to be closed down, after the seizure last week of the assets of Turk Yatirim Turizm Bankasi (TYT).

MarBank was banned from taking deposits and conducting banking transactions, according to an announcement in the official gazette.

The Treasury is currently investigating both banks. A senior government official said TYT had been involved in imprudent and improper banking practices. But he stressed that the overall health of the industry was not in doubt.

The Treasury is currently preparing a draft bill to establish a lifeboat system to help troubled Turkish banks.

Pinault faces shareholder suit

A group of minority shareholders have begun legal proceedings to force Pinault-Printemps, the French retail group, to improve the terms of its offer to take full control of La Redoute, its mail order unit, writes Alice Rawsthorn in Paris.

Pinault was "warned" this week by the Paris stock market authorities over the valuation of its La Redoute offer. ADAM, a French shareholders' pressure group, has filed a suit on behalf of minority investors at the commercial court in Roubaix, where La Redoute has its headquarters.

Correction De Benedetti

Cofide, the De Benedetti family holding company, owned 41.9 per cent of CIR at the end of 1993 and not 48.9 per cent, as wrongly shown in an illustration yesterday.

Lower productivity hits gold mine profits at Anglo American

By Mark Suzman in Johannesburg

A decline in productivity at most gold mines in the Anglo American group, the world's largest producer, led to a 4 per cent drop in attributable profits of R363.5m (R73.2m) in the three months to end-March from R274.4m in the December quarter.

Overall production dipped 7 per cent to 61,295kg after reaching 65,116kg in the previous quarter. This offset an increase in the average gold price received for the group, which rose to R41.261 a kg from R39.793 a kg as a result of the higher gold price and the group's reduced exposure to hedging.

Mr Clem Suter, chairman of Anglo American's gold division, said the group now had 80 per cent of production exposed to the gold spot price and had restructured its hedges so that they could be rolled over.

The decline was most apparent in the Freegold division, where gold production was 10.2 per cent lower at 25,272 kg as a result of a lower yield and less ore milled. However, the company declared a final dividend of 200 cents, sharply up on last year's 140 cents payout.

Mr Nap Mayer, managing director of the gold division, attributed the "unsatisfactory performance" to a combination of slightly lower average yields and some industrial unrest on the mines partly related to the forthcoming South African election.

The company expects the situation to improve over the next few quarters, but warned that overall production was likely to be down on this year's total of 111,695kg, which was itself below the previous year's record of 115,523kg.

Among the group's other big producers, Veal Reef, the group's most profitable gold mine, reported a 6.8 per cent decline in production to

17,922kg for the quarter compared to 19,298kg. This was in part the result of the fall-off in yield after the abnormally high grades achieved last quarter. Combined with a higher tax bill, this led to a drop in attributable profit to R55.9m, down 8.3 per cent from R71.9m the previous quarter.

Western Deepes proved one of the few bright spots, increasing attributable profit to R47.4m from R42.4m, although this was largely due to lower capital expenditure. Overall production declined to 10,138kg from 11,210kg.

The smaller Elandsburg and Ergo divisions also performed creditably and recorded slight increases in overall gold production for the quarter.

Mr Suter said that he expected the overall gold production to remain at current dollar level over the next few months, but warned that fluctuations in the rand as a result of political factors would have an important effect on the market.

Japanese steelmakers cut capital spending

By Michio Nakamoto in Tokyo

Two of Japan's leading steel companies announced large cuts in capital spending for the current fiscal year.

Nippon Steel, the world's largest steelmaker, said it would cut capital spending by 24 per cent to ¥190bn (¥1.9bn) because of a lack of large investment projects.

The level of capital spending targeted by Nippon Steel is the lowest since the company suffered a sharp fall in economic activity in the late 1980s due to the yen's sharp rise against the dollar.

The reduction is part of a restructuring plan at Nippon

Steel, which aims to restrict its capital spending to ¥340bn over the next three years. As a result, capital spending in fiscal 1995 and 1996 is expected to be even lower than this year's.

Kobe Steel also announced plans to reduce capital spending by 42 per cent this year to ¥80bn from a previous ¥120bn. "As most of [the planned] large scale investments for reorganising the production systems to increase competitiveness have been completed, capital expenditure is being controlled to reduce fixed costs," Kobe said.

Both Nippon Steel and Kobe Steel are expected to have incurred losses in the year to March 1994, and Kobe Steel is passing its dividend.

Asian Hotels plans \$100m Colombo project

By Mervyn de Silva in Colombo

Asian Hotels, a hotel and property developer and one of Sri Lanka's leading companies, is planning to invest US\$100m in a four-tower office and housing complex in Colombo.

The project, the second largest private-sector investment in Sri Lanka, is seen as a vote of confidence in the island's economic future, especially as it comes at a time of political uncertainty.

Asian Hotels is making the investment through Crescent Development, a subsidiary, and will fund it through a share issue, aimed principally at overseas shareholders of Asian Hotels.

INDUSTRI KAPITAL

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Investment advisor was Industri Kapital Limited	Investment advisor was Industri Kapital Limited	Industri Kapital 1989 was underwriter to Graphium AB

REALISATIONS DURING 1993

Industri Kapital 1989	Industri Kapital 1989	Industri Kapital 1989
has realised its holding in Liber AB	has realised a major part of its holding in Liva Bil AS	has realised a major part of its holding in Graphium AB
by sale of the company to Wolters Kluwer NV	by introduction on the Oslo Stock Exchange	by introduction on the Stockholm Stock Exchange

If you wish to discuss a private equity transaction with a group of dedicated professionals, with access to substantial amounts of capital and with the experience to provide the best solution for the right management team, please contact either Björn Savén or Christian Lorenzen in London, Harald Mix in Stockholm or Kim Wahl in Oslo on the telephone numbers below.

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Annual General Meeting of Securitas AB in Sweden

Shareholders in Securitas AB are hereby invited to attend the Annual General Meeting to be held at 4.30pm on Monday, 9th May, 1994, at the Nordic Museum, Stockholm.

NOTIFICATION, ETC.
Shareholders wishing to participate in the Annual General Meeting must be registered in the share register maintained by Värdepapperscentralen VPC AB ("VPC", the Swedish Securities Register) no later than Friday, 29th April, 1994 and must notify their intention to attend the Meeting not later than 4pm on 4th May, 1994 to the following address: Securitas AB, PO Box 12507, S-102 28 Stockholm, Sweden, or by telephone to: +46-8 657 74 00. Proxies shall be presented to the Company prior to the Meeting.

To be entitled to participate in the Annual General Meeting, shareholders whose shares are registered in the name of a trustee, through a bank or other institution serving as trustee, should request that the shares are temporarily re-registered in their own name in the share register. Shareholders must inform the trustee of such intentions in good time before Friday, 29th April, 1994.

BUSINESS
Regular business
Business that, under law and pursuant to the Articles of Association, must be addressed at the Annual General Meeting, including the presentation of the Annual Report and the Auditors' Report as well as the Consolidated Accounts and the Auditors' Report for the Group, resolutions concerning the adoption of the Balance Sheet and Income Statement and the Consolidated Income Statement and Consolidated Balance Sheet, the appropriation to be made of the Company's profits or losses as shown in the Balance Sheet adopted by the Meeting, the discharge of the Board of Directors and of the President from liability for the fiscal year, the establishment of the fees to be paid to the Board of Directors and auditors and the election of the members of the Board of Directors and auditors.

New Share Issue
Further, the Meeting shall decide on the proposal of the Board that the share capital of the Company be increased by 2,415,000 SEK through a privately placed share issue of 483,000 series B shares; each share with a nominal value of 5 SEK. Depending on the general rules on shareholders' preferential subscription rights, Group 4 Securitas International BV shall be entitled to subscribe to the new shares, which shall constitute the purchase sum for the acquisition by Securitas AB of all shares in Group 4 Securitas Espana SA from the above-mentioned company.

Issue of a convertible debenture loan to employees
The proposal of the Board that, departing from the general rule on the shareholders' preferential subscription rights, the Company shall issue a convertible debenture loan in a nominal amount of a minimum of approx. 225 million SEK. The loan shall carry an annual interest rate equivalent to 12 months' STIBOR, less 0.25 per cent. Conversion into series B shares shall be offered. The conversion rate shall correspond to an amount of approx. 125 per cent of the quoted stock exchange rate for series B shares in Securitas AB during a certain period before the Meeting. In case of full conversion, the share capital will increase by approx. 3.7 million SEK, corresponding to a dilution of approx. three per cent of the number of shares and two per cent of the number of votes in the Company. The final conditions concerning the conversion rate for the loan will be fixed by the Board no later than one week before the Meeting. Persons who, at the expiry of the subscription period, are employed on a permanent basis in Securitas AB or its daughter companies will be entitled to subscribe to the convertible debentures.

For employees in countries other than Sweden it is thereby presupposed that subscription can legally be made and that the Board estimates that it can be executed with a reasonable amount of administrative and economic effort. With the exception of the President, Board members appointed by the Meeting are not entitled to subscribe.

Those entitled to subscribe shall be entitled to subscribe to convertible debentures giving entitlement to conversion into a minimum of 25 and a maximum of 800 shares with a guaranteed allocation of convertible debentures giving entitlement to 25 shares, however, subject to supply, persons holding leading management positions shall be entitled to a discount thereon.

Subscription to the convertible debentures shall be made during the period 9th June-1st July, 1994 and the debentures shall be issued at a rate equal to their nominal amount. Payment for debentures thus subscribed and allocated shall be made in cash in one instalment at the nominal amount of the debenture no later than 31st August, 1994. Holders of debentures shall be entitled to call for conversion of these into series B shares during the period 2nd July, 1994 - 1st June, 1995. The debenture shall due for payment on 30th June, 1999 in so far as conversion has not taken place prior to that date.

Public company
Further, the Meeting shall decide on the proposal of the Board that the Company shall be a public company according to the proposed new regulations in the Companies Act as presented in the Government Bill 1993/94:138 and that the Company's name (Part 1 in the Articles of Association) shall be altered as a consequence of this, to the name of the Company shall be Securitas AB (publ) or any other abbreviation or designation for the word "publ" which may be decided upon by Parliament. The decision of the Meeting as above shall apply with the proviso that Parliament approves the Government Bill on public companies without any significant changes.

DOCUMENTS AVAILABLE
The Board's complete proposal for a decision on a privately placed new share issue and issue of convertible debentures and documents according to Chapter 4, Articles 4 and 6, of the Companies Act 1975:1365 as well as proposal on the Company becoming a public company and consequential alteration of the Articles of Association will be held available at the office of Securitas AB in Stockholm from 2nd May, 1994, for shareholders wishing to examine them, and will be sent to shareholders who so request.

Dividend
The Board of Directors has decided to propose that the Annual General Meeting approve Friday, 12th May, 1994 as the record date for payment of dividends. If the Annual General Meeting approves the proposal, it is expected that dividends will be distributed via VPC on Friday, 20th May 1994.

Stockholm, April, 1994
The Board of Securitas AB

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CHEMICAL BANKING CORPORATION
US\$100,000 SUBORDINATED
FLOATING RATE NOTES DUE 2005
In accordance with the provisions of the Notes, interest is hereby given that for the interest period from 21 April 1994 to 24 October 1994 the Notes carry an interest rate of 9.5% per annum.

HEALTHCARE GLOBAL FUND
SocGen Assurances
2, Boulevard Royal
Luxembourg
DIVIDEND ANNOUNCEMENT
HEALTHCARE GLOBAL FUND will pay out a dividend of USD 0.05 per share on May 6th, 1994 to shareholders on record as of April 18th, 1994. Shares are traded ex-dividend as from April 18th, 1994.

INTERNATIONAL CAPITAL MARKETS

Treasuries continue to firm in spite of mixed data

By Frank McGurty in New York and Sara Webb in London

The firming trend in US Treasury bonds continued for a third session yesterday morning in spite of a mixed bag of economic signals.

By midday, the benchmark 30-year government bond was

GOVERNMENT BONDS

ahead at 87 1/2, with the yield falling to 7.258 per cent. At the short end, the two-year note was a better at 99 1/2, to yield 5.888 per cent.

The market continued to build on the solid gains of the previous two sessions, suggesting prices may have bottomed out following the sell-off on Monday, when the Federal Reserve moved to tighten monetary policy.

Bonds improved right from the start of trading, buoyed by news of a big jump in unemployment claims for the third consecutive week. The Labor Department said 14,000 more people applied for jobless benefits last week than during the

previous seven days, suggesting economic activity slackened more than economists had expected.

However, mid-morning brought complications. The Philadelphia Federal Reserve, taking their cue from the stronger turn in the US Treasury bond market. Dealers said its current prices paid higher than in March. The increase contradicted speculation that fewer manufacturers were paying higher prices than in March.

The disappointment was widespread and bonds immediately dipped. However, the market quickly recovered amid short-covering and retail buying. Traders drew encouragement from a decline in the prices-received index, which suggested higher prices for raw materials were not feeding through into finished goods.

The overall index was also softer. Towards midday, reports began to circulate that the Fed was furiously buying government securities, helping to prop up prices and luring more accounts off the sidelines. Technical Data, the Boston

research firm, estimated that the central bank bought \$300m in five-year notes and the same amount of 10-year bonds.

European government bond prices bounced back yesterday, taking their cue from the stronger turn in the US Treasury bond market. Dealers pointed out that many of the European bond markets had appeared oversold this week, after Monday's rise in short-term US interest rates sparked a heavy sell-off, particularly in the futures pits.

The Bank of France provided the main talking point yesterday, as it cut its intervention rate by 10 basis points - from 5.90 per cent to 5.80 per cent - and lowered its five-to-10-day repo rate by 25 basis points to 6.75 per cent.

The cuts in French interest rates followed the Bundesbank's decision to lower its official discount and Lombard rates by 25 basis points a week ago, and its repo rate by 12 basis points on Wednesday.

Market analysts had speculated on whether the Bank of France would be able to follow the Bundesbank's lead, given

that the French franc had weakened against the D-Mark this week. However, the French currency strengthened yesterday and moved back inside its former ERM band of 3.4035 per D-Mark to trade at around 3.4283 to the D-Mark, despite the French interest rate cut.

French government bond prices stayed firm across the yield curve, with the OAT due 2004 yielding 6.90 per cent against 6.95 per cent the previous day. The notional bond futures contract traded on the Matif exchange ended 0.03 lower on the day at 120.08, having traded to a high of 120.50 and a low of 119.68.

"Given the economic fundamentals in France, I think French government bonds offer the best value of any of the global government bond markets just now," said Mr Julian Callow, European economist at Kleinwort Benson.

"Some people think there may be another 10 basis point cut in the intervention rate next week, but I think that's too optimistic," said Ms Marie Owens Thomsen, bond strate-

gist at Midland Global Markets. She said it was unlikely the Bundesbank would move the way for France to cut again by reducing its own repo by 10 basis points next week.

Mr Jean-Claude Trichet, Bank of France governor said: "The decision to lower interest rates is within the context of internal and external currency stability, the good fundamentals of the French economy, and a desire to accompany the non-inflationary growth that is clearly visible."

German government bond futures ended higher after a relatively volatile day. The Liffe bond futures contract opened at 94.47 and traded down in the morning, then picked up after the US opening and rose to a high of 94.74.

The futures contract sold off again in the afternoon and then bounced back to settle at 94.60. Traders said the main domestic story for the bond market remained the upward revision in economic growth forecasts, and the focus on signs that the German economy was gradually pulling out of recession.

UK government bonds nosedived in the morning after the release of the UK retail sales figures for March, but then staged a strong recovery to end the day nearly a point higher.

Retail sales volume rose a provisional, seasonally-adjusted 0.8 per cent in March from February, giving a rise of 3.8 per cent from a year earlier.

The March rise was far greater than expected, and gilt prices tumbled as market hopes of a near-term cut in the base rate evaporated. The Liffe gilt futures contract, which opened at 105.26, dropped to a low of 105.10. However, it gradually climbed back to settle at 106.16.

The Italian treasury should today make the first payments under a new fast-track scheme to refund withholding tax to foreign bondholders, JP Morgan said yesterday, writes Andrew Hill from Milan.

The scheme came into force at the end of March, replacing the previous cumbersome refund system, which kept foreign investors waiting for up to 12 months for repayments.

Mexico opened to N American financial groups

By Damien Fraser in Mexico City

US and Canadian-based financial institutions will be allowed to open subsidiaries in Mexico from the second half of this year, according to regulations that came into effect yesterday.

The Mexican finance ministry will accept applications from banks, brokerages, insurance and other financial institutions until July 31 this year. The ministry will evaluate applications on their merits, and give authorisations soon after.

Non-US and Canadian institutions will be able to apply through their subsidiaries in North America.

Foreign banks will collectively be limited to 8 per cent of total Mexican banking capital this year. If the limit is not reached, the ministry will invite a second round of foreign banks to apply for licenses.

The capital limit for foreign banks is set under the North American Free Trade Agreement, and will grow to 15 per cent in 1999, after which it will be scrapped. An individual bank's capital will be limited to 1.5 per cent of the total.

Foreign brokerages will initially be limited to 10 per cent of the Mexican market, with the share rising in equal increments to 20 per cent by 1999, and to 30 per cent over the following four years.

Foreign insurance companies that already have interests in Mexico will be able to fully own Mexican insurance companies after 1998; others have to wait until 2000.

The ministry said foreign institutions would have to satisfy requirements similar to those demanded of Mexican entities operating abroad.

Warrant on Swedish stocks is launched

By Tracy Corrigan

SG Warburg Global Equity Derivatives has launched its first issue of covered warrants on a basket of Swedish stocks.

The American-style call warrants are on a basket made up of 50 shares in ASEA, 70 in Ericsson, 80 in Investor, 20 in SSAB and 40 in Volvo. The value of one basket is approximately SKr104,000. One thousand warrants control one basket, and the approximate issue price per warrant is SKr16.3.

The issue was targeted on the back of research by Swed-

ish stockbroker firm Häglöf and Ponsbach. In December, SG Warburg agreed to buy the research and institutional sales business of Häglöf and Ponsbach from Gota Bank.

Salomon Brothers has launched its second issue of warrants on the recently introduced 30-year German government bond. The warrants have a one-year life.

The number of UK equity warrant issues has grown by 13 per cent, to 224 from 198, since the start of the year, according to the McHattie Group's latest warrants directory.

Japan's brokers play down new commission rules

By Antonia Sharpe

The liberalisation of stock market commissions on Japanese transactions of more than ¥1bn has not hurt brokers, according to the Japan Securities Dealers' Association, Renter reports from Tokyo.

The association said there were not many transactions of more than ¥1bn in the current market conditions. "I have not heard of any problems following the April 1 liberalisation," said chairman Mr Masaru Aratani. He welcomed the latest move by research institutes to release their own ratings of listed companies.

Doubt keeps issuers away

By Antonia Sharpe

New issuance in the Eurobond market ground to a halt yesterday as continued uncertainty in the secondary markets pushed issuers and investors back to the sidelines.

A news agency report from New York that Hanson, the Anglo-American conglomerate, was considering a global bond offering of \$1bn or more enlivened the market in the afternoon. Although the Hanson rumour has surfaced before, the report came as a surprise to most London-based syndicate managers yesterday.

Hanson declined to comment on the report. Some syndicate managers say the rumour may have been triggered by news that Quantum Chemical Corporation, a wholly-owned subsidiary of Hanson, planned to redeem some more bonds.

Hanson said the redemption of these bonds would complete the refinancing of all Quantum's public or privately-placed debt, and bring to \$2.5bn the amount of such debt

on the report. Quantum plans to redeem, on May 22, all of its 6 per cent subordinated exchangeable debentures due May 2011. Calculated on principal amounts, there are currently \$46.3m of debentures outstanding.

Elsewhere, Halifax Building Society took advantage of investor demand to increase Wednesday's offering of capped floating-rate notes, to £150m from an original amount of £100m. The four-year notes were trading at 99.52 yesterday afternoon, up from a re-offer price of 99.50.

Italian insurer selects bank team for sell-off

By Antonia Sharpe

Istituto Nazionale delle Assicurazioni (INA), the Italian state insurance group, has picked a team of banks to manage its forthcoming privatisation, Renter reports from Rome.

Global co-ordinators of the INA flotation - scheduled for late June - will be Banca Commerciale Italiana, Credito Italiano, Istituto Bancario San Paolo di Torino and Goldman Sachs.

The company is seeking a listing in Italy and the US. Goldman will lead the US share placement in a consortium with Salomon Brothers, Credit Suisse First Boston, Morgan Stanley, Fox Pitt & Kelton and DM.

Other foreign placements will be handled by National Westminster Bank, Banque Indosuez, the Union Bank of Switzerland, Dresdner Bank, Goldman Sachs and Fox Pitt.

The Italian treasury has not said exactly how much of the insurance group it plans to sell. However, INA executives have said they hoped Rome would offer at least 51 per cent.

WORLD BOND PRICES

BENCHMARK GOVERNMENT BONDS

Coupon	Rate	Price	Yield	Week	Month
Australia	8.00	107.8000	+1.80	8.27	8.10
Belgium	7.25	104.0100	-0.210	7.54	7.15
Canada	6.50	106.0100	+1.80	8.05	8.11
Denmark	7.00	107.2700	-0.400	7.37	6.91
France	8.00	105.8100	+0.100	5.94	5.94
Germany	8.00	104.0400	+0.420	6.30	6.54
Italy	8.00	105.8000	-0.210	6.50	6.27
Japan	8.00	101.0400	+0.070	9.051	8.86
Netherlands	7.50	107.0400	+0.820	6.70	6.39
Spain	10.00	107.2500	+0.350	8.30	8.84
UK Gilt	8.00	106.0900	+0.110	7.16	7.16
US Treasury	8.00	106.0900	+0.110	7.16	7.16
ECU (French Govt)	8.00	106.0900	+0.110	7.16	7.16

London clearing, New York mid-day. Yields: Local market standard. 1 Gross including withholding tax at 15.5 per cent payable by nonresidents. Prices US, UK in 32nds, others in decimals. Source: M&I International

US INTEREST RATES

Instrument	Rate	Yield	Week	Month
One month	3.81	3.81	5.82	5.82
Three month	3.81	3.81	5.82	5.82
Six month	3.81	3.81	5.82	5.82
One year	3.81	3.81	5.82	5.82

BOND FUTURES AND OPTIONS

FRANCE

NOTIONAL FRENCH BOND FUTURES (MATIF)

Strike	Open	Settle	Change	High	Low	Est. vol.	Open Int.
120	120.28	120.28	-0.02	120.30	120.26	325,019	142,404
122	122.28	122.28	-0.02	122.30	122.26	12,595	12,595
124	124.28	124.28	-0.02	124.30	124.26	2	358

LONG TERM FRENCH BOND FUTURES (MATIF)

Strike	Open	Settle	Change	High	Low	Est. vol.	Open Int.
120	120.28	120.28	-0.02	120.30	120.26	325,019	142,404
122	122.28	122.28	-0.02	122.30	122.26	12,595	12,595
124	124.28	124.28	-0.02	124.30	124.26	2	358

GERMANY

NOTIONAL GERMAN BOND FUTURES (LIFFE) DME50,000 100ths of 100%

Strike	Open	Settle	Change	High	Low	Est. vol.	Open Int.
120	120.28	120.28	-0.02	120.30	120.26	325,019	142,404
122	122.28	122.28	-0.02	122.30	122.26	12,595	12,595
124	124.28	124.28	-0.02	124.30	124.26	2	358

BUND FUTURES OPTIONS (LIFFE) DME50,000 points of 100%

Strike	Open	Settle	Change	High	Low	Est. vol.	Open Int.
120	120.28	120.28	-0.02	120.30	120.26	325,019	142,404
122	122.28	122.28	-0.02	122.30	122.26	12,595	12,595
124	124.28	124.28	-0.02	124.30	124.26	2	358

NOTIONAL MEDIUM TERM GERMAN GOVT. BOND (BOBLIFFE) DME250,000 100ths of 100%

Strike	Open	Settle	Change	High	Low	Est. vol.	Open Int.
120	120.28	120.28	-0.02	120.30	120.26	325,019	142,404
122	122.28	122.28	-0.02	122.30	122.26	12,595	12,595
124	124.28	124.28	-0.02	124.30	124.26	2	358

UK GILTS PRICES

Notes

Notes	Rate	Yield	Week	Month
11 1/2% 2001-2004	11.50	11.50	11.50	11.50
11 1/2% 2004-2007	11.50	11.50	11.50	11.50
11 1/2% 2007-2010	11.50	11.50	11.50	11.50

Bonds

Bonds	Rate	Yield	Week	Month
11 1/2% 2001-2004	11.50	11.50	11.50	11.50
11 1/2% 2004-2007	11.50	11.50	11.50	11.50
11 1/2% 2007-2010	11.50	11.50	11.50	11.50

Other Interest

Other Interest	Rate	Yield	Week	Month
11 1/2% 2001-2004	11.50	11.50	11.50	11.50
11 1/2% 2004-2007	11.50	11.50	11.50	11.50
11 1/2% 2007-2010	11.50	11.50	11.50	11.50

ITALY

NOTIONAL ITALIAN GOVT. BOND (BTF) FUTURES

Strike	Open	Settle	Change	High	Low	Est. vol.	Open Int.
120	120.28	120.28	-0.02	120.30	120.26	325,019	142,404
122	122.28	122.28	-0.02	122.30	122.26	12,595	12,595
124	124.28	124.28	-0.02	124.30	124.26	2	358

ITALIAN GOVT. BOND (BTF) FUTURES OPTIONS (LIFFE) L2m200 100ths of 100%

Strike	Open	Settle	Change	High	Low	Est. vol.	Open Int.
120	120.28	120.28	-0.02	120.30	120.26	325,019	142,404
122	122.28	122.28	-0.02	122.30	122.26	12,595	12,595
124	124.28	124.28	-0.02	124.30	124.26	2	358

SPAIN

NOTIONAL SPANISH BOND FUTURES (MEFF)

Strike	Open	Settle	Change	High	Low	Est. vol.	Open Int.
120	120.28	120.28	-0.02	120.30	120.26	325,019	142,404
122	122.28	122.28	-0.02	122.30	122.26	12,595	12,595
124	124.28	124.28	-0.02	124.30	124.26	2	358

UK

NOTIONAL UK GILT FUTURES (LIFFE) £50,000 32nds of 100%

Strike	Open	Settle	Change	High	Low	Est. vol.	Open Int.
120	120.28	120.28	-0.02	120.30	120.26	325,019	142,404
122	122.28	122.28	-0.02	122.30	122.26	12,595	12,595
124	124.28	124.28	-0.02	124.30	124.26	2	358

LONG GILT FUTURES OPTIONS (LIFFE) £50,000 64ths of 100%

Strike	Open	Settle	Change	High	Low	Est. vol.	Open Int.
120	120.28	120.28	-0.02	120.30	120.26	325,019	142,404
122	122.28	122.28	-0.02	122.30	122.26	12,595	12,595
124	124.28	124.28	-0.02	124.30	124.26	2	358

ECU

ECU BOND FUTURES (MATIF)

Strike	Open	Settle	Change	High	Low	Est. vol.	Open Int.
120	120.28	120.28	-0.02	120.30	120.26	325,019	142,404
122	122.28	122.28	-0.02	122.30	122.26	12,595	12,595
124	124.28	124.28	-0.02	124.30	124.26	2	358

US

US TREASURY BOND FUTURES (CBT) \$100,000 32nds of 100%

Strike	Open	Settle	Change	High	Low	Est. vol.	Open Int.
120	120.28	120.28	-0.02	120.30	120.26	325,019	142,404
122	122.28	122.28	-0.02	122.30	122.26	12,595	12,595
124	124.28	12					

LLOYDS / CHELTENHAM & GLOUCESTER

The staid world of building societies will never be the same after the takeover of Cheltenham & Gloucester by Lloyds Bank. Bringing the backing of an ambitious bank to an aggressive low-cost society will create a powerful new group. Large societies will face stiff competition while smaller societies will become vulnerable to consolidation.

Rest of sector given something to think about

The news of the deal filtered through yesterday to the annual meeting of Woolwich Building Society, where the question was raised most pertinently by an investor in both Woolwich and Cheltenham & Gloucester.

Her intervention was perhaps the first pointed example of what may become a trend. "Other societies' investors may be asking themselves how much their society would be worth," Mr Andrew Longhurst, C&G chief executive, said.

The deal also poses a difficult question for building society managements.

The common theme of societies' reactions was that C&G had been widely expected to do something. Its character of being a niche society in the mortgage market meant that what would make sense for C&G would not necessarily make sense for other large societies.

Even so, at least one leading society is holding a special senior management meeting today to discuss the issues arising from the deal. Mr Longhurst was right to envisage his equivalents scratching their heads.

Societies, however, are cautious and conscious of the benefits they derive from being mutuals. There is no sign of an immediate stampede to follow C&G into plc status, though in the longer-term the deal does make it more likely that societies will convert.

"It does not change our position on mutualism," said Mr Mike Blackburn, chief executive of Halifax Building Society, the UK's largest. "The last

five years' results have clearly demonstrated our ability to compete effectively as a mutual with the best in the financial services industry."

Similarly, Mr Peter White, chief executive of Alliance & Leicester commented merely that it was all the more important to continue with the strategy the group had been developing.

Others see more fundamental changes. Mr Peter Robinson, Woolwich managing director, for example, saw the deal as potentially meaning the end of the traditional building society merger, by having changed the scale of incentives that are offered to members.

It will also increase the pressure for radical changes from the review of the Building Societies Act being carried out by the Treasury. The results of the first stage are due to be announced next month.

Mr Tim Mayville-Ross, chief executive of Nationwide, the second largest society, is among those advocating that legislative constraints on societies should be abolished, in order to allow them to compete more effectively.

And as smaller and weaker societies worry how the presence in the mortgage market of the powerful combination of Lloyds and C&G will undermine their ability to compete, there is another, perhaps brighter, side for them to consider. The revived interest of banks in building societies may mean that there is a new category of potential rescuers for them if they do fail.

Alison Smith

City debates the value of offer to C&G members

While Cheltenham & Gloucester members might think £500 a good price for something they did not realise they owned, the Lloyds Bank offer prompted a debate in the City over how much the building society is really worth.

The most widely used measure, the price/earnings ratio, Lloyds is getting a bargain. On the basis of C&G's 1993 net profits of £132m, after provisions for bad and doubtful debts of £75.9m, Lloyds is paying only 13.6 times earnings, while shares in Abbey National, the building society turned bank, trade on 15 times historic earnings.

Yet both sides of the debate argue that this is the wrong yardstick and, given the lack of market comparisons, adopt more fundamental valuations. JP Morgan, C&G's financial adviser, based its valuation on a dividend discount model.

Mr Terry Eccles, a JP Morgan managing director, explained: "It is a company's long-term dividend paying capacity that really determines its value. Then you add something to give a reasonable acquisition premium."

The fundamental valuation was arrived at by taking management's five-year forecasts for growth in profits and assets, estimating the reduced capital to assets ratio the Bank of England would require of C&G after converting to a bank and then calculating the excess capital it could pay out in dividends.

Discounting the whole stream back to the present gives the valuation.

Taking this valuation JP Morgan then compared measures such as the implied prospective price/earnings and price/assets ratios with those of a selection of banks, including Abbey National. "The numbers were not too far out, although Abbey National was at a relative premium," said Mr Eccles.

But some analysts believe the valuation is far lower than a purchaser could afford. Mr Martin Hughes, banking analyst at Credit Lyonnais Laing, said: "When valuing a business you need to look at the internal generation of capital and C&G is very capital generative."

"C&G is likely to have retained profits of around £170m this year. So assuming 10 per cent annual growth in its balance sheet (which was £264m at the end of 1993) that leaves £200m of surplus capital."

Mr Hughes is assuming that C&G's assets will have reached £1,040m by the time the deal is concluded in 15 months, leaving Lloyds good-will of £760m. But at that rate of generation of surplus capital, that sum would be made up in only eight years.

Mr Hughes says a third party could afford up to £3.5bn, without accounting for C&G's market position.

David Wighton

Share price for Abbey National slips as investors wonder if it will be a casualty of new organisation

City shows its approval for the merger

The wide divergence of the share prices of Lloyds Bank and Abbey National yesterday indicated the size of the stone thrown into the stagnant pool of the UK retail financial services market by Lloyds' £1.5bn bid to be the first bank to take over a building society.

The rise in Lloyds shares was a vote of faith not only that it was paying a good price for the country's sixth biggest society but that the two organisations together would be a menacing new force in the mortgage market. Abbey National, the former building society, would be an obvious casualty.

The logic of a large bank joining forces with a building society is obvious. The gradual consolidation of the society movement from 110 societies in 1991 to 84 today is part of a process by which the UK mortgage market is increasingly dominated by a shrinking number of powerful players.

The slump in the UK housing market has reduced the total mortgage heavily. Total net new mortgage lending was £16.9bn in 1993, compared to £18.3bn in 1992, and £33.2bn in 1990. At the same time, banks have stepped up their competition with societies to sell new mortgages.

Banks' market share of new advances rose to 36 per cent this year, compared with 21 per cent in 1992, as they used cheaper wholesale funds to undercut societies. Societies have to rely more heavily on retail deposits, which they have to use to fund 60 per cent of mortgages under law.

British banks are facing very weak loan demand from small and medium-sized companies, which makes them eager to sell more mortgages. But despite their flexibility, they have not sold as many mort-

gages as they would like. Only 4 per cent of Lloyds customers have mortgages with the bank. Mr Brian Pitman, Lloyds' chief executive, attributes this to greater specialist knowledge of how to manufacture and distribute new products by societies. Banks have also failed thus far to break decisively the British perception that a society is the natural place to buy a mortgage.

A second advantage for a

but others are more pressed.

More importantly, acquisition by a bank gives a society at least theoretical access to a much wider distribution channel. Lloyds has 1,300 branches compared to the 230 C&G branches, and also offers it the potential of selling mortgages through Lloyds Abbey Life and financial services agencies.

This was the heart of the reasoning which led Mr Andrew Longhurst, C&G's chief execu-

"The key to Cheltenham & Gloucester is that we stuff more product through fewer branches, but thereby hangs the problem," said Mr Longhurst yesterday. "We have not got very good distribution in a static market, and if we can get extra distribution somehow, we can push down costs more."

For all these reasons, the two men are confident that they had struck a large blow to

regulatory hurdle is the Building Societies Commission, whose guidance against third parties such as banks making payments to members will be tested in the High Court in May. Although the commission is officially neutral, it is thought to be cautious about its charges being taken over.

This was thought to be one factor behind the failure of the only previous attempt of a bank to take over a society. The bank was a vehicle called Bank of Edinburgh which abandoned its attempt to acquire the Bank of England society for reasons thought to include regulatory difficulties.

The structural problem is that because societies are mutual organisations, it would be virtually impossible for a bank to take one over without the agreement of the board. The stiff requirements for members' approval in most societies' rules mean that boards could easily scupper hostile bids.

These voting requirements also mean that even with the approval of top managers, a society may be difficult to acquire. Although many of C&G's 1.4m members will be happy to accept the £500 minimum offer, the bid could easily come unstuck if a hostile lobby grows among them.

Lloyds has tried to prevent the possibility of fuel being added to such a fire by agreeing with C&G that its board will not recommend any other offer within a set period. But if another bank made a larger offer, it could be hard for C&G's board to resist putting it to members indefinitely.

Both men were sounded confident on this point yesterday. Mr Longhurst said it would be hard for another bank to make an offer mixing cash with shares because of the difficulty

of dividing payments to members. "I do not think it would be easy for anyone else to participate," said Mr Pitman.

Yet even if such hurdles are surmounted by next year, the theoretical attractions of the relationship could yet prove difficult to achieve in reality. C&G was careful to set its terms for an acquisition, insisting on maintaining its managerial independence and a separate board.

In order to maintain this divide without tension between the two organisations, C&G will have to fulfil what for the moment remain theoretical attractions. If Lloyds cannot in practice sell many more mortgages through its branches with the society's help, the vision will not succeed.

Mr Pitman insisted that Lloyds in any case did not want to tinker with C&G's winning formula. "We knew we were buying a brand, and we knew that if we damaged the brand we would destroy what we had bought," he said.

Mr Longhurst also supported the idea of maintaining a separate board. Yet both men admit that the theoretically attractive and amiable alliance would come under severe strain if C&G failed to perform as expected under Lloyds' umbrella. "In a disaster scenario, if you own something 100 per cent, then you have to do something about it," said Mr Pitman.

"To a certain extent, we have to take it on trust," said Mr Longhurst. "But the price they are paying suggests that they value what we are doing and they are not going to mess around with it too soon." That was the mood in both organisations yesterday; it remains to be seen how long it lasts.

John Gapper

Marathon trek into the unknown has now begun

With the firing of the starting pistol yesterday, the deal between Lloyds and Cheltenham & Gloucester will now begin a marathon trek through the regulatory thicket in its path.

Some parts of the path are uncharted, even by Abbey National, which converted to a bank in 1988.

The deal is not expected to be concluded for more than a year. Before then there are some complex and precise procedures C&G must undertake in order to shed its mutual status and become a bank.

The first stop will be the High Court, probably late next month. What happens there, in what is being billed as a friendly action brought jointly by C&G and the Building Societies Commission, the statutory regulator, will determine whether the deal can go ahead. The Commission has been seen as being hostile to takeover of societies by non-societies.

There are two points on which both sides are seeking clarification.

The Commission's concerns focus on the parts of the 1986 Building Societies Act which relate to cash payments. Can a "third party" make payments to a society's members and can cash be distributed to anyone who has not been an investing member of the society for at least two years?

In 1989, the Commission issued guidance to members saying that these restrictions applied. This has been seen as a deterrent to takeovers but the lawyers for C&G and Lloyds clearly think there is room for doubt.

Beyond that obstacle C&G still has to be approved as a bank by the Bank of England. This is likely to take place over

the summer and will involve independent auditors looking at the books.

C&G's statutory transfer statement, due to be sent to all members in the autumn, must be signed and approved by the Commission as accurate and containing all the material information members will need to make a decision.

A Lloyds Bank extraordinary meeting has been scheduled for mid-November. A special general meeting of C&G, which all the society's qualifying members, totalling more than 1m, are entitled to attend and vote, is pencilled in for later the same month.

The proposals for the C&G meeting must be approved by two separate resolutions for borrowers and investors.

A simple majority of those voting is sufficient for borrowers' consent. The position for voting investors, however, is more complicated.

Either it must be supported by 75 per cent of those voting with a minimum turnout of 50 per cent or it must win the consent of those holding 90 per cent of the total value of shares held on voting day. The second alternative may be particularly relevant given the structure of the sweeteners.

If all goes smoothly, C&G will probably apply to the Commission for confirmation of the deal in March next year. Even then, the Commission can hear representations from interested parties - mainly members - if there are any who believe that the process has not been properly handled.

Assuming all has gone well, that should be the end of the relationship between the Commission and C&G.

Alison Smith

The changing mortgage market

Building societies try to hold their own against the banks...

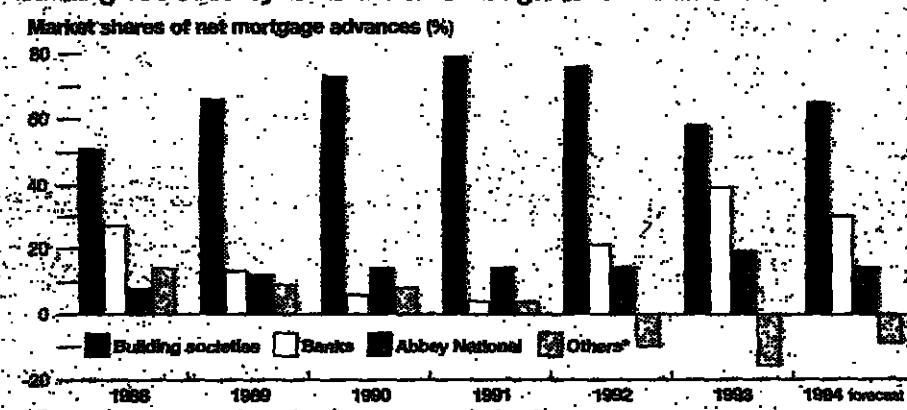
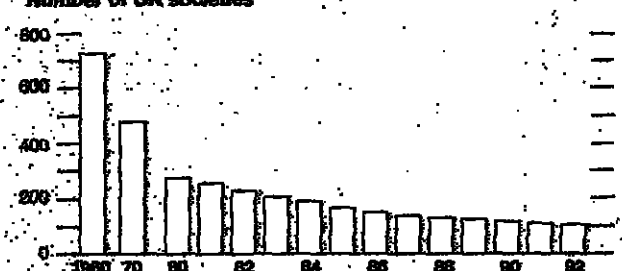


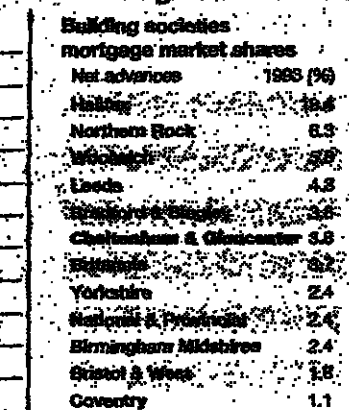
Fig compiled from: negative numbers represent mortgage books sold

But the sector is consolidating...



Source: Chief Registrar of Friendly Societies, Building Societies Commission, UBS and FT Graphics

... in a fragmented market



Customers likely to get bonanza pay-out

Cheltenham & Gloucester customers stand to receive a bonanza if the deal with Lloyds Bank goes through as planned and if the Building Societies Commission approves the decision to divide the £1.5bn between C&G's staff and 1.4m customers.

Those C&G should have managed to negotiate such generous terms with Lloyds is perhaps fitting, since it was C&G which set the fashion for paying bonuses when it took over Guardian building society in 1990.

"There is nothing to touch this," said Mr John Wrigglesworth, building societies analyst at UBS. All C&G customers as of March 31 1994, will benefit once the takeover is completed.

Borrowers Those who have a mortgage will receive a cheque for £500 for each mortgaged prop-

erty. Those in arrears will receive £500 credited to their mortgage account.

Savers A distinction is drawn between savers who are voting members and those who are not. Those who hold a share account, such as Cheltenham Gold, London Share, Instant 7 or the society's tax-exempt special savings account are automatically voting members, as are borrowers.

But of C&G's 1m investors, 60,000 are not members and a further 180,000 - children and those with a balance of less than £100 - are members without voting rights. All savers will receive a percentage - expected to be 10 per cent - of the balance in each of their investment accounts, to a maximum of £10,000 per account, as long as the account was open on March 31 and remains open until the takeover is completed.

The 10 per cent will be calculated on the lower balance at March 31 1994, or on the completion date. Children's accounts also qualify for the pay-out.

In addition, investor voting members will receive £500 as long as they were members of the society at December 31 1993. Trustees who are voting investors also share this benefit. A borrower with a share account would be able to pick up two lots of £500 as well as the percentage balance payment.

Creditors Investors in the society's permanent interest-bearing shares on or before March 31 1994, are entitled to £500 if they are a voting member, as well as a percentage of the balance.

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Creditors Investors in the society's permanent interest-bearing shares on or before March 31 1994, are entitled to £500 if they are a voting member, as well as a percentage of the balance.

Scheherazade Daneshkhoo

Pitman confident takeover will not be his final flourish as bank chief

On Wednesday night at a cocktail party in the City, a finance director of one of Britain's largest banks was musing about the last few years of Mr Brian Pitman as chief executive of Lloyds. "Has he left it too late to buy something? Would he have time to make an acquisition work now?" he asked.

They have been the most asked questions at gatherings of British bankers in the last year. As Mr Pitman's retirement looms, speculation has grown about how he will finish his career at the helm of the UK's most successful bank.

Mr Pitman's strategy of concentrating on using his bank's

UK branch network to sell financial products which undercut rivals on price has led to increasing questions over what his next step will be. He has done little to dampen speculation that he needed an acquisition to maintain momentum.

Mr Pitman took over as Lloyds' chief executive in 1993 after spending nearly all his career in the bank. Together with Sir Jeremy Morse, the previous chairman, he set a strategy of narrowing the range of the bank's business.

The strategy was noticeably successful in avoiding some of the traps encountered by other banks in areas such as lending

to large companies and operating retail banks in the US. But Lloyds' share price has underperformed in the past 18 months as questions have grown about the next stage.

The questions have surfaced with renewed urgency since Lloyds declared pre-tax profits of £1,010m last year, and strengthened its tier 1 ratio of capital to risk-weighted assets to 6.6 per cent. The bank appeared to be starting to generate cash for which it had no obvious use.

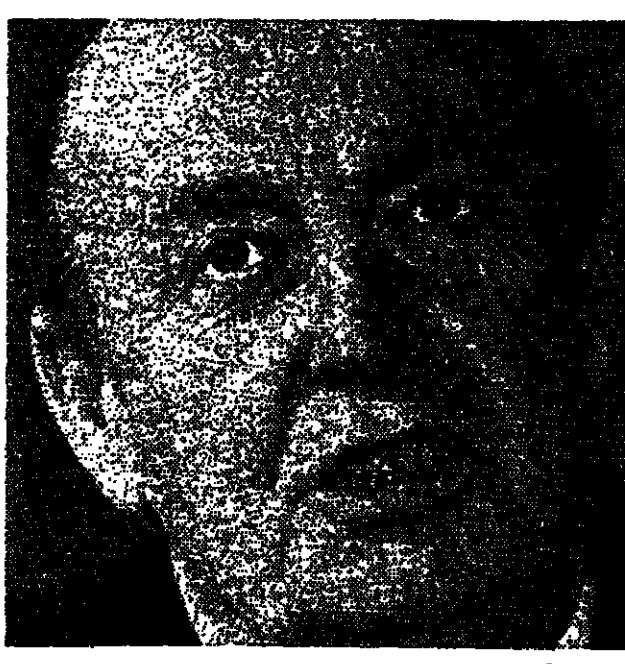
Analysts and bankers started to ask whether Mr Pitman might make an error in rushing into the wrong acquisition before 1996, the year he is due

to retire. Mr Pitman expressed some satisfaction yesterday that he had not done so, and the rise in the bank's share price showed others agreed.

"We are not throwing money down the drain, which is what everyone feared," he said. But although the purchase would leave Lloyds with little spare cash, Mr Pitman was careful to quash the notion this was definitely his last flourish.

"I have got another opportunity on my desk today which came out of the blue. I'm not telling you what it is," he said. It seems there is plenty of room for speculation yet.

John Gapper



Brian Pitman: we are not throwing money down the drain

Tony Andrews

COMPANY NEWS: UK

Wm Low at £12m aided by property gain

By Neil Buckley

Shares in Wm Low jumped by 9p to 147p yesterday, after the Dundee-based grocery retailer announced an increase in interim pre-tax profits from £10.9m to £12.1m and said margins were stabilising.

Mr Philip Spicer, chief executive, said that while price competition had knocked 0.5 per cent off of the company's gross margin in the 28 weeks to March 19, an "element of stability" had returned to the market.

"Everyone has looked over the precipice, seen what is down below, and decided they don't like it," he said.

Wm Low had been hit by price competition sparked off by J Sainsbury's "Essential for essentials" promotion which began last October, as well as by discounters such as Shoprite. But price pressure had eased recently.

The profits figure was flattened by a £5.03m exceptional gain on property disposals, including the Coatbridge retail park.

Operating profits actually declined from £11.6m to £8.53m, due partly to one-off store clo-

sure costs of £800,000 and costs of £800,000 covering redundancies at head office.

The interest charge increased from £655,000 to £1.48m.

Mr Spicer said the company was starting to benefit from economies of scale after closing smaller, underperforming stores.

It had closed its remaining 12 small stores, and opened four larger stores. The average size of its 56 stores was now 16,500 sq ft.

Total sales increased by 2.5 per cent to £246m (£240m), thanks to an 8.2 per cent increase from new stores.

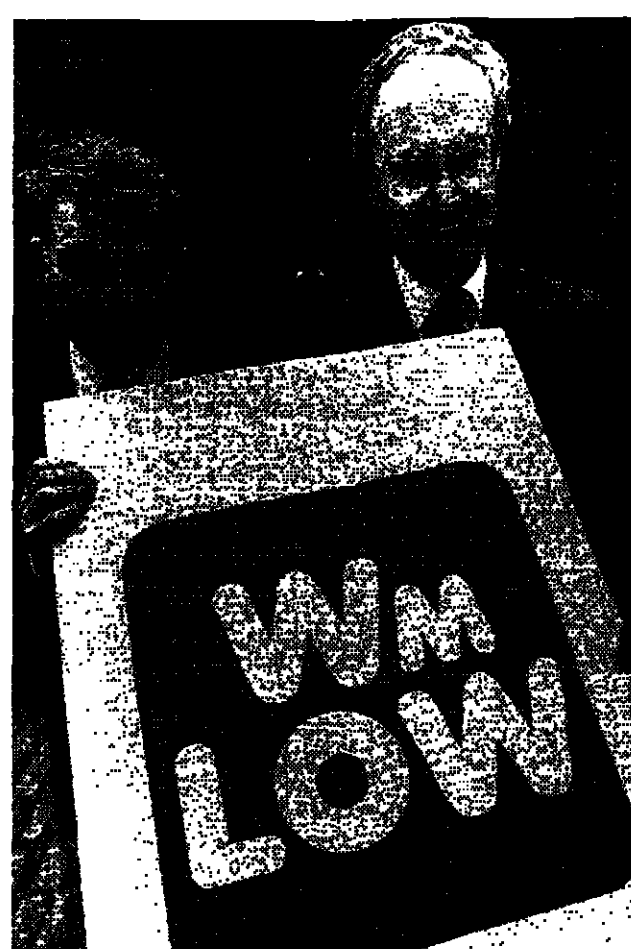
The interim dividend is unchanged at 2.7p.

Earnings per share increased to 15p (13.34p) basic and from 12.01p to 13.23p fully diluted.

● **COMMENT**

Yesterday's news from Wm Low was somewhat brighter than its gloomy January trading statement - as reflected by the share price reaction.

Its claim that stability was returning to the market echoed those of the big superstore groups. But Scotland, a focus for expansion by both discounters



Cheered by signs of element of stability returning to market, James Miller (left) chairman, and Philip Spicer

and the large multiples, will become increasingly competitive, and Wm Low could be squeezed in the middle. With a low-key expansion programme in a low-growth, low-inflation environment, Wm Low can

hope for slow earnings growth at best. Full-year forecasts of 15m, excluding the property gain, put the shares on a multiple of 8.5, a discount to the sector which reflects the unexciting prospects.

Henry Boot ahead 7% to £7.6m

By Andrew Taylor, Construction Correspondent

Henry Boot, the Sheffield-based contractor, housebuilder and property developer which has withstood the recession better than many of its rivals, increased pre-tax profits by 7 per cent, from £7.08m to £7.59m, in 1993.

Turnover advanced to £165m (£129m). The group is proposing to raise its final dividend from 4.3p to 4.8p, increasing the total for the year by 10 per cent to 6.5p (5.9p). Earnings per share increased from 18.9p to 20p.

The company said that operating profits rose by a fifth, which, compensated for a reduction in interest received.

Contracting, however, remained difficult with prices "inducingly low". The market continued to suffer from overcapacity and remained very competitive.

Public spending cuts and tax increases had increased the anxiety felt by the industry while the recovery was "fragile at best".

Nonetheless, the company said the number of homes completed last year had risen by 62 per cent, with profits and sales benefitting from a change in the mix of house types and lower interest rates.

It expected to increase further its investment in housebuilding as well as expanding its interests in commercial property as those markets recovered.

Significant progress had been made in obtaining additional lettings and rental increases which would benefit the group over the next few years. The cash position had improved in spite of increased spending on land purchases.

Oriel turns in £1m for first quarter

Oriel Group, the insurance broker, reported a pre-tax profit of £1.06m in the first quarter of 1994, against a loss of £146,000 last time.

The group, having completed the restructuring which began in 1992, made an operating profit on continuing activities before exceptional items of £1.1m for the whole of 1993. But the inclusion of discontinued activities left a pre-tax loss of £1.88m (£74,000) for the year.

However, reflecting the group's underlying profitability and the expectation of further progress this year, the final dividend is a same-again 3p for a maintained total of 5p.

Full year losses per share were 8.5p (5.8p), but this had improved to earnings of 2.9p (2.4p losses) for the first quarter.

The full year loss was struck after a £1.6m write-off arising from the disposal of Hayward & Company, while in addition, further provisions of £200,000 were charged.

Warranty Holdings, the new car warranties company acquired during the year, turned in a 1993 pre-tax profit of £2.01m.

SB rises to £353m despite decline in European sales

By Daniel Green

Strong growth in US drugs sales volume failed to offset declines in Europe during the first quarter of 1994 for Smith-Kline Beecham, the healthcare group.

Total drugs sales fell by 1 per cent to £274m (£286m), although with currency effects stripped out, the sales were 1 per cent up.

Better performances from the other divisions - animal health, consumer healthcare and clinical laboratories - pushed group pre-tax profits up by 15 per cent to £333m (£307m), resulting in earnings of 8.7p per share, against 7.5p.

The dividend for the quarter is raised by 18 per cent to 3p, reflecting "manage-

ment's confidence in the future of the company".

The shares rose 8p to 372p, reflecting the drugs sector's recently acquired responsiveness to yield considerations.

Group turnover was £1.43bn (£1.53bn), a figure depressed by the sale of the personal care business, which contributed £58m in the first quarter of 1993.

The pharmaceuticals division was clearly split between sharp rises in sales for newer products and declines for more established drugs.

Sales of ulcer treatment Tagamet, whose US patent expires next month, were 3 per cent lower in constant currency terms at £153m.

Sales of antibiotic Augmentin, the company's biggest product, fell by 8 per cent to

£191m. It was hit by measures implemented in January to cut Italy's drugs bill which also affected other SB products. Some of those measures have since been reversed.

The best-performer of the newer drugs was anti-depressant Serenat/Paxil, with sales up sharply to £77m.

New launch Kytril, an anti-emetic for chemotherapy patients, more than doubled sales to £28m. It is competing directly with one of the stars of Glaxo's portfolio, Zofran.

The group's over-the-counter medicines business, which should receive a further boost in the second quarter with the launch of an OTC version of Tagamet, increased sales by 11 per cent to £150m.

See Let.

British Dredging up 81%

By Jonathan Evans

Improved margins, rather than a higher volume of business, helped British Dredging, the building materials, ship repairing and concrete products group, to pre-tax profits of £1.91m for 1993, up 81 per cent from £1.06m last time.

Underpinning the rise was an improved operating profit of £1.88m (£222,000), slightly offset by reduced interest income of £172,000 (£457,000).

Turnover increased to £36m (£33.7m). Mr Fane Vernon, chairman, said this was due almost entirely to a full year's trading from the Selco Trade Centre, Cardiff, which opened in July 1992.

The group plans to invest in more building materials distribution outlets, with one opening next year and others to follow. Locations for the new centres have not been revealed.

Mr Vernon said the group

would make further progress as the volume of business grew. He believed that this would happen this year, "although there is very little sign of it yet". He added: "BDC Concrete Products, which used to be one of our star earners, has shown slightly improved volumes of business."

Earnings per share rose by 86 per cent to 7.91p (4.28p). A final dividend of 3p is proposed, making a total of 5.9p (5.3p).

Oxford Molecular for market with £29.5m tag

By David Wighton

Oxford Molecular, the first company to be spun out from Oxford University, will be valued at £29.5m when its shares start trading on the Stock Exchange next Thursday following a £10m placing.

Mr Tony Marchington, co-founder and chief executive, said he was very pleased with the price, particularly in view of recent problems in the new issue market.

"In spite of the tightening in the market in the last two weeks, the price is exactly the same as we first discussed last May."

Mr Marchington's stake will

be valued at about £1m, although he has agreed not to sell any shares for two years.

The company, which supplies computer software for use in drug design, suffered a £1.2m loss on revenues of only £1.4m last year.

Mr Marchington said that after the placing he had telephoned Professor Tony Rees, one of the company's four co-founders.

"I told him I haven't had this buzz since I was 17 and got the note offering me a place at Oxford."

The shares were placed at 50p by brokers Henry Cooke, Lumsden.

Pelican considering bid for Forte café chain

By Tim Burt

Pelican Group, the acquisitive restaurant operator, was yesterday said to be considering a bid for Forte, the café chain owned by Forte, the hotels and restaurants group.

The London-based company is thought to be arranging finance for an agreed bid, which could involve a rights issue to raise more than £10m.

Such a move would signal the next stage of the expansion strategy pursued by Mr Roger Myers, Pelican chairman.

Unveiling a threefold increase in profits earlier this year, he said: "We are now in a position to continue our strat-

egy of creating multiple restaurant chains. We have many concepts available for expansion throughout the UK."

The acquisition of Forte - comprising 10 restaurant bars in London, one in Cambridge and one in Oxford - would lead to a 36 per cent expansion of Pelican, which already operates 28 outlets.

Industry analysts said Forte had already been involved in inconclusive talks over the future of Forte and were ready to sell it.

Although the group refused to comment yesterday, it is understood to be considering a disposal in order to focus on its core hotels and roadside catering businesses.

Cluff Resources cuts losses

By Kenneth Gooding, Mining Correspondent

Cluff Resources, the mining group which yesterday reported a reduced loss of £218,000 for 1993, expects to join the world's top 50 gold producers in 1995-96 by producing more than 130,000 troy ounces a year.

Mr Algy Cluff, chairman, said: "I am confident that we are at the threshold of a substantial improvement in our group's fortunes."

There were losses of £2.54m in 1992, re-stated to take account of its recent acquisition of Aberfoyle, which has agricultural and industrial interests in Zimbabwe.

Cluff produced 59,860 ounces of gold last year, down from 72,238 in 1992, primarily because of a mill breakdown at the Freda Rebecca mine in Zimbabwe. Mr Cluff said output would bounce back to between 70,000 and 76,000 ounces this year.

Full production at the recently-acquired Ayanfuri mine in Ghana should start at an annual rate of 30,000 ounces in 1996.

Cluff's new gold loan - Zimbabwe's first - carrying interest at 5.6 per cent would cut interest payments substantially this year after a jump from £531,000 to £1.41m last year.

Net losses were £762,000 (£3.94m) or 1p (5.4p) a share. The company is not paying a dividend for the third successive year.

Helical Bar net assets increase 81%

By Simon Davies

Helical Bar, the property investment and development company run by Michael Slade, yesterday announced an 81 per cent increase in net assets, and unveiled a £110m property development programme.

The asset valuation of 299p a share (fully diluted) exceeded brokers' expectations, and Helical Bar's shares rose 15p to 344p.

Pre-tax profits for the year rose 12 per cent to £5.58m (£5.88m), however, this reflected the £7.2m fall in interest payments, from lower interest rates and the

reduction of debt, due to a £20m convertible preference share issue. Net borrowings amounted to £80m at the year end, representing gearing of 95 per cent.

Profits after tax and preference dividends fell to £4.38m (£4.73m), but a recommended final dividend of 5.8p (4.8p) for the year.

After three years of disposals and the write-down of property valuations, Helical moved back into the property market last spring, and it invested £50m in properties and development sites during the year to January 1994.

The company upwardly revalued its investment portfolio by £14m, after suffering £3.3m in write-downs in 1992/1993. It also carries an estimated £3m surplus on its trading properties, but this is not included in its asset valuation.

Helical Bar's overall strategy is to achieve rental income comfortably above interest and administration costs, and add spice through its development and trading activities.

In 1993/1994, these costs amounted to £7.4m, compared with gross rental profits of £12.1m.

NEWS DIGEST

Goode Durrant shares jump

Shares in Goode Durrant jumped 19p to 184p yesterday as the specialist vehicle and equipment hire group said pre-tax profits for the year to April 30 would be ahead of market expectations.

There was higher-than-expected demand in its rental businesses since the start of the year, particularly at Northgate, the commercial vehicle hire arm, which saw strong trading growth in a traditionally quiet period.

The results are due to be announced in mid-July.

£548,000 in the previous first half, restated to reflect the changed treatment of Overgate.

Turnover increased by 19 per cent to £2.28m (£1.92m). Earnings of 0.84p per share compared with losses of 1.36p; a maiden interim dividend of 0.75p is declared.

Fleming Japanese

Fleming Japanese Investment Trust had a net asset value of 258.2p at March 31 compared with 198.7p a year earlier and 244.7p at the September 30 year-end.

There were net losses of £250,000 for the six months, against profits of £166,000. Losses per share amounted to 0.15p (0.14p earnings).

Ldn Amer Growth

Net asset value per share of London American Growth Trust rose from 55.9p to 64.5p over the 12 months to March 31. The comparative figure has been adjusted for the capital repayment of 18.5p a share last August.

After-tax revenue amounted to £105,000, against losses of £14,000. There were earnings

per share of 0.07p against losses of 0.08p.

United Energy

United Energy, the USM-quoted oil and gas production company, reported lower pre- and post-tax profits of £23,000 for 1993 after increased interest charges. Profits in 1992 were £58,000.

Turnover was 7.5 per cent higher at £3m (£2.75m), generating operating profits of £226,000 (£63,000). The net interest charge jumped from £5,000 to £203,000.

Mr John Billington, chairman, said the result had been marred by falling oil prices.

Earnings per share slipped to 0.1p (0.2p).

British Empire Secs

British Empire Securities and General Trust reported a basic net asset value of 107.88p per share as at March 31, up from 92.82p at end-September and 78.66p at end-March 1993.

The fully diluted figure was 103.57p per share, against 88.83p and 76.97p respectively. A substantial increase in interest payments following October's debenture stock

issue left net revenue at £274,144 (£771,589), equivalent to earnings of 0.28p (0.59p) per share.

The interim dividend is maintained at 0.25p.

Ethical Holdings

Ethical Holdings, the pharmaceuticals group which is quoted on the Nasdaq market in the US, reported increased net losses of £2.96m for the six months to February 28, against £933,000. Revenues advanced by 17 per cent from £2.96m to £3.47m.

Losses per share were 17p, against 10p.

IFG

IFG Group, the Dublin-based specialist financial services company, reported a 39 per cent increase in pre-tax profits from £528,000 to £732,000 (£709,000) for 1993.

This was after charging goodwill previously written off of £72,000 to comply with FR52.

Turnover rose to £110.3m, against a restated £19.83m. Earnings per share were 1.35p (0.92p) and the single dividend is increased to 0.3p (0.25p).

PETROBRAS
INTERNATIONAL COMPETITIVE BIDDING NOTICE
BIDDING NOTICE N° 874-81-0002/93

Petróleo Brasileiro S.A. - PETROBRAS has received a loan in various currencies equivalent to US\$ 260 million from the WORLD BANK, and intends to apply a portion of the proceeds of this loan to the execution of the services and the purchase of material and equipment for the erection of one Hydro-treatment Process Unit at Presidente Bernardes Refinery, in Cubatão - SP - Brazil.

This Bidding will be made under the rules of the WORLD BANK and its purpose is the supply of the design, fabrication, foundations and erection of the furnaces (F-22113-01, F-2311-01 and F-2311-02) with the following main characteristics:

a) One (1) feed heater furnace (F-22113-01), box type heater with two radiant sections and one horizontal convection section, total duty of 11.4 million kcal/h, flow rate of 210,000 Kg/h, burners for fuel oil and gas, stainless steel coils (ASTM A-312 TP-347) with design pressure/temperature of 103 kgf/cm²(g) and 536°C.

b) One (1) reformer furnace (F-2311-01), steam reforming type, 800,000 Nm³/day rated capacity, natural gas or naphtha feed, air preheat system, forced and induced draft, total duty of 58 million kcal/h, burners for PSA purge gas and refinery gas, catalysts in nickel alloy tubes (ASTM A-608) Gr. HP-Nb, design pressure/temperature of 92 kgf/cm²(g) and 950°C, steam generation system (70,000 Kg/h) at 480°C and 48 kgf/cm²(g), convection section in carbon, alloy, and stainless steel tubes.

c) One (1) naphtha vaporizer furnace (F-2311-02), vertical cylindrical heater with helical coil, natural duty of 2.9 million kcal/h, flow rate of 10,000 Kg/h, low alloy steel tubes (ASTM A-335 Gr. P22), with design pressure/temperature of 38 kgf/cm²(g) and 500°C.

Bids will be received until: June/19/1994, at 3:00 P.M.

Interested BIDDERS, from eligible countries, members of the WORLD BANK, and Taiwan China, who have designed, fabricated and erected at least three (3) of each one of the items, for which they intend to bid, with characteristics similar to those described above, may obtain this Bidding through the presentation of a bank deposit slip in the amount of a non-refundable fee of US\$ 200.00 (two hundred dollars) to be made at Banco do Brasil S.A., Agência Centro - Rio de Janeiro (code 3180-1) current account n° 377.100-8 in the name of PETROBRAS/ADM. CENTRAL, or contact us at no expense at the following address:

PETROBRAS/ADM. CENTRAL - PETROBRAS
SERVIÇO DE MATERIAL - GERMAT
Av. República do Chile n° 65, 6° andar - sala 602
Rio de Janeiro - RJ - BRAZIL
CEP: 20035-900
Phone: (021) 504-1731 or 504-1745
Fax: (021) 504-3835 or 504-3827
Ref.: Bidding Notice N° 874-81-0002/93
Att.: Bidding Committee Coordinator

Henry Boot

PRELIMINARY ANNOUNCEMENT OF RESULTS FOR THE YEAR ENDED 31 DECEMBER 1993

	1993	1992
Turnover	£164.6m	£129.4m
Profit before tax	£7.6m	£7.1m
Earnings per share	20.0p	18.9p
Dividends per share	6.5p	5.9p
Net assets per share	£1.73	£1.61

* Turnover Up 27%
* Operating Profit Up 20%
* Dividends Up 10%
* Record Pre-Tax Profit of £7.6m

The Annual Report 1993 will be posted to Shareholders on 3 May 1994. Copies may be obtained from the Company Secretary

HENRY BOOT & SONS PLC
Banner Cross Hall, Sheffield S11 9PD
Tel: 0742 555444 Fax: 0742 585548

CONSTRUCTION • HOUSING • PROPERTY DEVELOPMENT
TRAINING • PLANT HIRE

MELLON BANK CORPORATION
US \$200,000,000
FLOATING RATE NOTES DUE 1994
Notice is hereby given that for the interest period from 21 April 1994 to 21 July 1994 the notes will carry an interest rate of 4.40% per annum.

CHEMICAL
MINT BANK

The Financial Times plans to publish a Survey on

International Taxation

on Friday May 20.

The survey will review the taxation system worldwide and examine the challenges it will face in 1994 and the implications for the international business community. The survey will reach an estimated international readership of 1 million.

For an editorial sample and information on advertising opportunities please contact: NIELSEN BATES on Tel: 071 873 4874 Fax: 071 873 3084

FT Surveys

NORTHERN ROCK
BUILDING SOCIETY

£100,000,000
Floating Rate Notes
Due 1995

Interest Rate: 5.4375% per annum

Interest Period: 21st April, 1994 to 21st July, 1994

Interest Amount per £5,000 Note due 21st July, 1994: £67.78

Interest Amount per £50,000 Note due 21st July, 1994: £677.83

Agent Bank: Baring Brothers & Co., Limited

PUTNAM EMERGING INFORMATION SCIENCES TRUST

Société anonyme
47, Boulevard Royal
L-2449 Luxembourg
R.C. Luxembourg B 22516

Luxembourg April 1, 1994

Dear Shareholder,

We have the pleasure of inviting you to attend the Annual General Meeting of shareholders, which will be held on April 29, 1994 at 11.00 a.m. at the registered office of State Street Bank Luxembourg S.A., 47 Boulevard Royal, L-2449 Luxembourg, with the following agenda:

AGENDA

1. Presentation of the reports of the Board of Directors and of the Auditor.
2. Approval of the balance sheet, profit and loss account as of December 31, 1993 and the allocation of the net profits.
3. Discharge to be granted to the Directors and to the Auditor for the fiscal ended December 31, 1993.
4. Action on nomination for the election of Directors and an Auditor for the ensuing year.
5. Any other business which may be properly brought before the meeting.

The shareholders are advised that no quorum for the items of the agenda is required, and that the decisions will be taken at the majority vote of the shares present or represented at the Meeting. Each share is entitled to one vote. A shareholder may act as any Meeting by proxy.

Should you not be able to attend this meeting, kindly date, sign and return the enclosed form of proxy by fax and by mail before April 25, 1994 to the attention of Peter Ries, fax number +352-470204.

By order of the Board of Directors

SUN LIFE GLOBAL PORTFOLIO (SICAV)
Registered Office: 14 rue Aldringen, Luxembourg
R.C. Luxembourg Section B N° 27526

DIVIDEND ANNOUNCEMENT

The Board of Directors announce that a dividend has been declared on each of the below mentioned Portfolios at the rate per share shown which will be paid on 11th May 1994 to the respective Shareholders of record of those Portfolios as at the close of business on 31st March 1994.

Portfolio	Dividend (US\$)	Dividend (DM)	Dividend (Sfr)
Global Bond Portfolio	8.15 cents (US\$)	1.71 DM (German DM)	60 pf (German DM)
Global Equity Portfolio	1.71 DM (German DM)	60 pf (German DM)	0.96p (UK)
Global Real Estate Portfolio	1.45p (UK)		

The Board of Directors

31st March 1994

The essential 6-4-1 & 1-2-3-4-5-6-7-8-9-10-11-12-13-14-15-16-17-18-19-20-21-22-23-24-25-26-27-28-29-30-31-32-33-34-35-36-37-38-39-40-41

Roxboro makes £55m purchase and placing

By Paul Taylor

Roxboro, the specialist electronic and electrical products manufacturer which came to the market in November, plans to acquire Solartrom, a sensor, transducer and measurement instruments group, for an initial £55.3m, including £12.3m of assumed debt.

The group, which raised £11.9m net of expenses when it was floated at 230p a share last year, also announced a placing and open offer at 250p to raise £30.6m on the basis of 37 new shares for every 100 held.

The placing of the 13m shares, subject to a recall of 8.7m, is fully underwritten by Samuel Montagu with James Capel as brokers. Roxboro's shares closed up 14p at 284p.

Roxboro will pay an initial £26.4m in cash and issue 6.1m shares to the vendors who include Solartrom's management and Schroder Ventures which backed a £35m manage-

ment buy-out from Schlumberger in November.

A further consideration of up to £10m will be paid subject to the Solartrom operations achieving pre-tax profits of between £6m and £7.5m in the year following acquisition.

Mr Harry Tee, Roxboro's chief executive, yesterday rejected suggestions that the price was too high. He acknowledged that Solartrom's management buy-out team led by Mr Philip Tempest, managing director, struck "an absolutely superb" deal but said, "for us it is still an excellent deal because it is earnings enhancing immediately".

He said the acquisition would double Roxboro's turnover and profits. As a result it raised its forecast dividend for this year to 4.5p against the 1.5p flotation forecast.

Solartrom reported profits of £5.6m (£4.1m) before tax and group charges of £300,000 last year on turnover of £48.2m (£44.7m). It makes electro-mechanical devices which are used widely throughout industry to measure pressure, density, displacement, temperature, flow, viscosity or other variables.

COMMENT

This is a smart deal even though it would have been even sweeter at the bargain buy-out price five months ago. The sensor and transducer markets are among the fastest growing segments of the electronic components industry and Solartrom already has a strong or leading position in more than a dozen different niche markets. The acquisition fits group strategy and Roxboro expects to improve further Solartrom's margins. Gearing after the purchase will be an acceptable 29 per cent, and will fall. The market has already given the deal its approval by lifting the shares 5 per cent.

Increased efficiency behind CWS rise

By Neil Buckley

Co-operative Wholesale Society, the largest co-operative food and non-food retailer and the UK's biggest farmer, yesterday reported an increase in trading profits from £51.3m to £58.7m, in spite of a difficult UK trading climate.

Total turnover for the year to January 6 declined slightly from £3.31bn to £3.11bn, due to the sale of milk businesses and the transfer of some warehouses to retail societies.

Mr David Skinner, chief executive, said the retail business, which was now the society's biggest activity, had performed well in spite of intense price competition in the grocery sector.

Total retail sales increased 5 per cent to £1.62bn, although like-for-like sales increased only marginally. But profits increased 36 per cent to £38.8m.

The increase in efficiency resulted largely from the creation of the Co-operative Retail Trading Group, a partnership of several regional co-operatives and CWS Retail.

Mr Skinner said many smaller stores were being converted from supermarkets into convenience stores, which was helping them to withstand the growing competition in the grocery market. Many had a strong customer base and were in locations where the large grocery multiples were unlikely to open stores.

Total sales in the food manufacturing division were unchanged at £304m, with an increase in sales to UK multiples offset by a fall in sales to co-operative customers. CWS is in discussion about the possible sale of the food manufacturing group.

Profit before interest rose from a restated £30.8m to £50.7m, while the interim charge fell by nearly £2m. Dividend and share interest payments to members went up by 30 per cent to £7m.

COMMENT

Caird has hopefully swept out all the skeletons with these provisions and looks better than for some time. It has made good progress on cutting costs and is generating cash to help reduce debt. A number of property disposals this year may do much to help ease the burden. Nevertheless, 1994 is not likely to be exciting. Forecasts are for anything from a marginal loss to a tiny net profit, with little prospect of a dividend before 1996. The shares are also likely to be shadowed by the prospects of a capital restructuring.

Caird falls £26.5m into red

By Peggy Hollinger

Caird, the loss-making waste management company crippled by a series of acquisitions in the 1980s, yesterday announced pre-tax losses of £26.5m, after slightly higher than expected provisions and write-downs of £24m. This compared with £3.4m profits previously.

The group sought to reassure investors that the worst was past, however, with news that it had broken even in the second half at the operating level. Sales fell 15 per cent to £18.1m, with revenue from continuing business down 11 per cent. The shares rose by 4p to 8p.

Mr David Weir, the chief executive appointed last year to restructure the group, said that while Caird was not yet out of the woods, "we are confident the group will be able to trade profitably this year".

Caird was encouraged by what appeared to be a sus-

tained increase in landfill prices from "the uneconomic levels which the industry has been seeing for the last few years. Mr Weir said prices had risen by between 8 and 9 per cent over the last 12 months, although this had varied substantially between regions. Prospects for the special waste side were less encouraging.

Mr Weir said Caird's main task this year would be to "trade in line with expectations and build confidence so we can do something else".

The state of the group's balance sheet, with net debt of £21.9m and shareholders' funds which have fallen from £47.1m to £17.2m, would need to be addressed. In the medium term, Caird is expected to make a capital reconstruction.

The losses were largely the result of a £24m provision, of which £23m had been announced at the interim stage. This covered the ration-

alisation, including a 26 per cent reduction in the workforce and closure of unprofitable sites. Some £17.6m was due to asset write-downs.

There is no dividend, against last year's interim of 1.33p. Losses per share rose from 0.36p to 49.86p.

COMMENT

Caird has hopefully swept out all the skeletons with these provisions and looks better than for some time. It has made good progress on cutting costs and is generating cash to help reduce debt. A number of property disposals this year may do much to help ease the burden. Nevertheless, 1994 is not likely to be exciting. Forecasts are for anything from a marginal loss to a tiny net profit, with little prospect of a dividend before 1996. The shares are also likely to be shadowed by the prospects of a capital restructuring.

Capitol coming to market via placing with £11m valuation

By Jonathan Evans

Capitol Group, the security specialist, yesterday announced that it is coming to the market via a placing with institutional investors likely to value the group at about £11m.

The pathfinder flotation prospectus for the group was issued yesterday. Capitol was founded in 1983 by ex-police-man Mr Ken Dullea, managing director. It specialises in security and related services in

investigatory, audit and stock-taking, and port and ferry security.

The group announced pre-tax profits of £238,000 (£241,000) for the year ending March 31 1994. Turnover was £6.64m (£5.12m) and operating profit, before exceptional and non-recurring items, was £1m (£714,000).

The proposed flotation is to be sponsored by Granville Davies. Impact day is planned for May 5 with dealings expected to commence on May 17.

DIVIDENDS ANNOUNCED

	Current payment	Date of payment	Corresponding dividend	Total for year	Total last year
Albert Fisher	1.85p	July 19	1.85	—	3.75
Austin Reed	3.5	July 1	3	6.5	5
Boat (Henry)	4.8	May 27	4.3	8.5	5.9
British Dredging	3	June 3	2.6	5.6	5.2
Bur Empire Secs	0.25	June 10	0.25	—	0.50
Caird	—	—	—	1.33	—
Cham	5.75	July 1	5.25	7.5	6.9
Hellon Bar	3.2	June 13	2.4	5.8	4.8
IFG	0.34	Aug 31	0.25	0.3	0.25
Liberty	3.35	July 15	3.35	7.2	7.2
Low (Wm)	2.7	June 1	2.7	—	8.4
Molyneux Exts	0.75	May 27	—	—	1
Ortel	—	Sept 9	3	—	—
SE	2p	July 15	2.55p	—	10.9
The Rank	1.75	July 26	1.75	—	1
WEW	0.35p	July 1	1.1	—	1.35
Yorkshire	3.8	July 1	3.2	6	5.2

Dividends shown pence per share net except where otherwise stated. †On increased capital. \$USM stock. ‡First quarter distribution. †First pence.

Babcock restructures energy side

By Andrew Baxter

The announcement by Babcock International of a fundamental restructuring of its energy division is a crucial component in the new strategy unveiled yesterday by Mr John Parker, chief executive at the engineering group since October.

Behind the exceptional charge of £25m for reducing the division's overheads and manufacturing capacity lies an important shift in the balance of power from the manufacturing plant in Renfrew to the unit's headquarters in Crawley.

Mr Parker made clear yesterday that this division had been the cause of the group's profit and cash problems. According to estimated results for the year ended March 31, the division lost £29.8m, compared with a profit of £11.2m.

The loss excludes the exceptional charge, but includes the £15m provision on the fine gas desulphurisation contract at National Power's Drax power station in North Yorkshire.

It also includes additional provisions from "the prudent assessment of the outcome of contracts," settlement of outstanding claims undertaken as part of Mr Parker's strategic review of the group and unrecovered overheads as a result of a lack of manufacturing volume.

The clear message yesterday from Mr Parker and from Mr Nick Salmon, Babcock's managing director, was the need to "fix energy". This means that 450 jobs are to go at Renfrew, reducing the manufacturing workforce there to about 400. Financially, the aim is to cut manufacturing operating costs at Renfrew by £11m a year.

The reshaping goes much deeper, however. Mr Salmon wants to move the division away from a "manufacturing-led" culture, where everything revolved around keeping Renfrew full, to a business driven by technology and engineering, and held together by project management skills.

Significantly, Mr Duncan Cox, the division's new managing director, will be based at Crawley, rather than Renfrew. Mr

Cox joins the group next week from Zen Energy, the US boiler company.

COMMENT

A hefty right issue at last gives Babcock some financial muscle to weather the vagaries of international contracting, but at the same time the group is clearly signalling that there will be no repeats of Drax. Shareholders may now have to look on the rights issue, the restructuring of energy, and the exceptional charge as perhaps the only realistic way for the group to go forward - without the new money Babcock could not simultaneously sort out the energy side and develop its good positions in the materials handling and process businesses. Only a die-hard optimist could be shocked that there is no final dividend, but finishing the year with net cash of £3.9m is a welcome surprise and a sign that the new team has grasped the nettle. Robert Fleming Securities' forecast of £27m for this year puts Babcock on a p/e of 15 on a pro forma post-rights basis.

A Fisher plans £59m Danish buy

By Andrew Bolger

Albert Fisher, the food processing and distribution group, has agreed to buy a Danish-based seafood company in a deal worth £59m.

Shares in the group fell 6p to 57p after it announced a 1-for-6 rights issue at 52p per new ordinary share to raise £52.2m. The group also plans to cut its interest bill by redeeming preference shares worth £46.9m.

The Rahbek Group, a producer of chilled and frozen fish recipe dishes, is to be bought for £40m in cash plus the assumption of about £19.1m of debt.

Rahbek's factories in the UK and Denmark supply value-added products to leading

European retailers such as Marks and Spencer.

Mr Stephen Walls, chairman of Albert Fisher, said the acquisition was "a further significant step towards creating a group with strong positions in markets with good growth opportunities, while further reducing exposure to pure commodity distribution and trading businesses".

Rahbek's operating income for 1993 amounted to £3.6m on sales of £119.1m, although profits were adversely affected by a strike by Danish fishermen.

Albert Fisher yesterday also reported increased pre-tax profits of £30.6m (£22.6m) for the six months to February 28, on sales of £60m (£55.5m).

Under FRS 3, earnings rose

to 3.52p (2.66p), but stripping out a £10.5m exceptional gain on disposals, they fell to 2.33p (2.5p). The interim dividend is held at 1.85p.

The group said cost reduction continued to be a priority, but the benefits from action already taken continued to be offset by poor trading conditions. The recession in continental Europe, the effects on margins of the retail price wars and produce price deflation in North America all had a negative impact.

In general it remained difficult to predict any real improvement in the second half in its key markets.

COMMENT

The market did not like this

deal - mainly because analysts hate to see an acquisition being funded by paper with a prospective yield of 8 per cent. They did, however, understand its strategic logic: Albert Fisher simply must get away from the commodity end of the market, which continues to spring unpleasant surprises, particularly in the US. The group is certainly paying a full price for an acquisition which it says will be earnings neutral in the first year, but promises future benefits. A prospective multiple of 11 fully reflects the market's disgruntlement with this so-far unfulfilled tale of jam tomorrow. Only real profit performance will dispel the doubts which have kept the shares under a cloud.

WEW firms 16% to £5.2m

By Andrew Bolger

WEW Group, the discount retailer formerly called Amber Day Holdings, yesterday reported a 16 per cent increase in pre-tax profits to £5.2m in the six months ending January 29.

WEW, which has 61 stores trading under the What Every-thing Wants banner, was rebranded last December by a placing and £15.5m rights issue which allowed Warburg Pincus, the US investment institution, to raise its stake from 17 to 25 per cent.

The US investment house is backing the group's aim to double the number of WEW stores to about 125 over the

next five years, in the process of expanding across the whole country from its current strongholds in Scotland, the north of England and the Midlands.

Mr Peter Carr, chairman, said that despite the anticipated impact of tax increases, the company was still on course to realise the real potential of its retail format.

Turnover rose from £61.3m to £66.4m. The group said Christmas trading was encouraging and the performance of its then six newest stores had exceeded initial expectations.

Trading at the beginning of the second half was poor and only started to improve in late

March, ahead of tax increases in April.

Mr Carr said that the buying and merchandising functions, critical to the group's ability to improve merchandise ranges and allocations, were being strengthened.

Three new stores opened in time for Easter - in Inverness, Wishaw and Oldham - were already trading ahead of budget. Together with a further store intended to be opened before the end of July, new store openings during the current financial year would reach 10.

Earnings per share rose by 9 per cent to 2.72p (2.54p), but the interim dividend is cut to 0.35p (1.1p).

Loganair enters arrangement with BA

Loganair, the subsidiary of Airlines of Britain which serves the highlands and islands of Scotland, is to lose its separate identity and enter a franchise arrangement with British Airways.

Airlines of Britain, whose principal subsidiary is British Midland, will also consider an approach from Loganair's management to buy the airline.

Mr Scott Grier, managing director of Loganair, said he was securing financial backing for a management buy-out which he hopes to conclude in the next two to three months. The franchise arrangement does not depend on this.

ABN-AMRO Holding N.V.

established in Amsterdam

GENERAL MEETING OF SHAREHOLDERS

The annual General Meeting of Shareholders of ABN AMRO Holding N.V. will be held at 22, Foppingadreef, Amsterdam-Zuidoost at 2.00 p.m. on Friday, 6 May 1994.

Agenda

- Report of the Managing Board for the year 1993.
- Approval of the 1993 financial statements adopted by the Supervisory Board. This approval will ratify the actions of the Managing Board and Supervisory Board, in accordance with article 37(5) of the articles of association.
- Report of the Shareholders' Committee.
- Authorisation of the Managing Board for a period of eighteen months as from today to have the company acquire for a consideration shares in its own capital up to such number as may, by virtue of the provisions of section 98(2) of Book 2 of the Netherlands Civil Code, be so acquired by the company at that particular point of time by means of any agreement, including stock market and private transactions. The price shall be between the nominal value of the shares and 110% of the market value, which is understood to mean the average of the highest share prices on each of the last five days of trading preceding the date of acquisition, as published in the Official Price List of the Amsterdam Stock Exchange, without prejudice to the provisions of section 184 of Book 2 of the Netherlands Civil Code.
- Authorisation of the Managing Board for a period of five years starting as from today, subject to the approval of the Supervisory Board, to issue ordinary shares, convertible preference shares and preference shares (including the granting of pre-emptive rights in respect of such classes of shares) up to the number of shares of any such class which have not been issued and for which no pre-emptive rights have been granted, subject however to an aggregate maximum amount equal to 50% (fifty per cent) of the aggregate current amount of the authorised capital, on such dates, at such prices, provided not below par and subject to the provisions of section 80(2) of Book 2 of the Netherlands Civil Code, and on such terms as the Managing Board, with the approval of the Supervisory Board, shall determine on the occasion of each issue.
- Authorisation of the Managing Board for a period of five years starting as from today, subject to the approval of the Supervisory Board, to restrict or exclude the pre-emptive rights granted to shareholders by law or the articles of association in the case of the issue of ordinary shares and convertible preference shares, and to grant rights to take such shares, by virtue of the authorisation defined under item 5 above, up to an aggregate maximum amount equal to 30% (thirty per cent) of the total number of ordinary shares and convertible preference shares in the current capital.
- Any other business.

The agenda and the annual report for the year 1993, including the financial statements, are open for inspection and may be obtained free of charge at the office in Amsterdam, 595 Herengracht and the banks mentioned below.

All shareholders and holders of depositary receipts may attend the meeting either in person or by a proxy authorised in writing, provided that the holders of bearer shares and depositary receipts have deposited their share certificates and depositary receipts, respectively, not later than Monday, 2 May 1994, at one of the following banks:

Netherlands: any office of ABN AMRO Bank N.V.

United Kingdom: National Westminster Bank Plc., (Stock Office Services, Station Way, Crawley), ABN AMRO Bank N.V. (London, Birmingham and Manchester)

Holders of registered shares wishing to attend the meeting either in person or by a proxy authorised in writing must inform the Managing Board of the company in writing of their intention to do so (P.O. Box 600, 1000 AP Amsterdam) not later than Monday, 2 May 1994.

Persons other than shareholders and holders of depositary receipts who are entitled to attend the meeting must also notify the Managing Board of the company in writing of their intention to do so not later than Monday, 2 May 1994.

Subject to the provisions in the Articles of Association, holders of ordinary shares and preference shares may exercise their voting rights at the meeting.

The receipt in exchange for the deposited shares or depositary receipts will serve as the attendance card for the meeting. The holders of registered shares will receive an attendance card by post.

The report referred to in article 14 of the Trust Conditions of Stichting Administratiekantoor ABN AMRO Holding on the activities performed by the Trust Office during the year under review is included in the company's annual report.

The Managing Board,

Amsterdam, 20 April 1994

ABN-AMRO Holding N.V.

This notice is issued in compliance with the requirements of The International Stock Exchange of the United Kingdom and the Republic of Ireland Limited ("the London Stock Exchange") and appears as a matter of record only. It does not constitute an offer or invitation in any jurisdiction other than the United Kingdom. The London Stock Exchange is not responsible for the contents of this notice or for the consequences of its use. The London Stock Exchange is not responsible for the consequences of its use. The London Stock Exchange is not responsible for the consequences of its use.

OXFORD MOLECULAR GROUP PLC

(Incorporated and registered in England and Wales under the Companies Act 1985 - No. 2609950)

PLACING
of 12,500,000 Ordinary shares of 5p each at
80p per share payable in full on application

Sponsored by
HENRY COOKE CORPORATE FINANCE LTD

Share capital immediately following the Placing

Authorised Number	Amount	Issued and fully paid Number	Amount
55,000,000	£2,750,000	36,897,752	£1,844,888

Oxford Molecular Group PLC is a developer of computer aided molecular design software, including database management systems for use principally by companies in the fields of pharmaceutical and biotechnology research.

Copies of the listing particulars relating to Oxford Molecular Group PLC may be obtained during normal business hours on any weekday (Saturdays and public holidays excluded) up to and including 25 April 1994, from the Company Announcements Office, The London Stock Exchange, London Stock Exchange Tower, 25, Abchurch Lane, London EC4N 3DF (by collection only) and up to and including 6 May 1994 from the registered office of the company, The Magdalen Centre, Oxford Science Park, Sandford-on-Thames, Oxford OX4 4GA and from:

Henry Cooke Corporate Finance Ltd
No. 1 King Street
Manchester
M2 6AW

22 April, 1994

Manufacturers Hanover Corporation
U.S. \$100,000,000
Floating Rate Subordinated Notes due 1997
In accordance with the provisions of the Note, notice is hereby given that the Notes will carry an interest rate of 5% per annum for the period 21st April, 1994 to 21st July, 1994 with a coupon amount of U.S. \$132.71 for the U.S. \$100,000,000 denomination and U.S. \$3,317.71 for the U.S. \$250,000 denomination and will be payable on 21st July, 1994 against surrender of Coupon No. 36.
Bancroft Trust Company, London Agent Bank

ADELAIDE BANK LIMITED
MULTIPLE OPTION FACILITY AGREEMENT DATED MARCH 25, 1994
In accordance with the provisions of the Trust Conditions of Stichting Administratiekantoor ABN AMRO Holding on the activities performed by the Trust Office during the year under review is included in the company's annual report.
Bancroft Trust Company, London Agent Bank

COMPANY NEWS: UK

Etam advances 28% as margins improve

By Peggy Hollinger

Etam's battle to defend margins in the face of heavy discounting last year from rival fashion retailers helped to boost annual pre-tax profits by 28 per cent to £14m.

The increase was achieved on virtually flat sales of £220.3m for the year to January 29, against £220.7m last time.

Mr Keith Miles, finance director, said the refusal to cut prices had eroded market share in the second half. This was "a small penalty" for increasing gross margins by one percentage point.

The retail scene had been difficult in the last six months due to price competition from companies trying to "sort themselves out", such as Burton Group, Mr Miles said.

The discounting pressure had continued this year. However, there was some evidence that the most aggressive discounters were beginning to wake up to the impact on margins.

Meanwhile, Etam would seek to draw in a wider base of customers by eliminating its "cheap and cheerful image". This would mean an extensive refurbishment and marketing programme from next year.

Of the three brands, Etam had performed satisfactorily, Mr Miles said, while Tammy, the children's wear operation, had improved sales. Snob, which targets younger women, had performed below expectations.

Etam's truce with Ocasia, the South African Lewis family's group which made a hostile bid in 1991, was expected to bring benefits to all three brands, said Mr Miles. Etam had already gained from the presence of Mr Michael Lewis on the board; he joined when Ocasia decided to back Etam's strategy for recovery. Ocasia holds 36.5 per cent of Etam.

"It was good to make peace," Mr Miles said. "The initial indications give me great hope that the chemistry and synergy will be there."

Mr Stanley Lewis, Michael's 71 year old father, will join the board as a non-executive at the annual meeting.

Earnings per share rose 32 per cent to 13.57p; the final dividend is increased to 5.75p, for a total up 9 per cent at 7.5p.

● COMMENT

Etam's five year plan is coming through rather better than some might have expected just 12 months ago. The decision to hold prices when all about Etam were cutting furiously is paying dividends. Management is also getting to grips with the need to revitalise the Etam brand, while Ocasia's input will bring some interesting benefits longer-term. The strategy is not without risk, however, as price pressures are not likely to disappear soon. The most immediate task will be to push up sales, without eroding margins. Forecasts are for pre-tax profits of about £16.5m this year, making the shares - on a multiple of 16 - look more attractive than for some time.

Mirror AGM shakes off the past

By Raymond Snoddy

Yesterday was the day that Mirror Group Newspapers finally returned to normal - two and a half years after Mr Robert Maxwell nearly brought the company to its knees.

At its annual meeting yesterday the increasingly profitable company put its past behind it with a change of name to Mirror Group and there was even thanks for the efforts to help defrauded pensioners.

However, it was the questions from the floor that really gave the game away. Instead of angry shareholders and pensioners demanding his resignation, Sir Robert Clark, chairman, and his board faced a series of thoroughly normal if sometimes slightly dotty questions. Just like any other company.

Mr Charles Wilson, managing director, was asked whether there were facilities for guide dogs for the blind at the group's new home, the Canary Wharf tower in London's Docklands.

The former editor of The Times said he did not think any blind staff were employed at Canary Wharf but blind dog facilities could be provided if they were needed.

Mr Barry Gorman from Sheffield doesn't read the Daily Mirror any more because he thinks it is "a fascist newspaper". He's still a shareholder but didn't want to have to come all the way to London for AGMs.

Mr Gorman, who views the appointment of Mr David Montgomery as Mirror chief executive and Mr John Birt as director general of the BBC as all part of the same Conservative conspiracy, accused the board of being afraid of facing the socialist shareholders of the north.

However, the show was totally stolen by 70-year old Mrs Esther Allen, who asked why it was that sometimes the share price went up - and at other times down.

Sir Robert, who has spent many years in the City, had a stab at answering and suggested the price usually went up when there were more buyers than sellers.

He confessed, however, that "it's an art not a science". Mrs Allen, a munitions worker at the age of 20, who is about to appear in a Daily Mirror D-Day supplement, brought the house down when she said that if the Mirror share price was going to go up she would buy some more.

There was even the odd complaint about the large size of Mr Montgomery's emoluments - £325,983 - and the low price of some directors' shares - 51p.

It was the most normal MGN-Mirror Group annual meeting in modern times.

Further disposals under way in move to electronics distribution

Canon Street £5.5m in the black

By Simon Davies

Canon Street Investments, the mini-conglomerate, has returned to the black with a £5.5m pre-tax profit for the year to January 1, compared with losses of £115.5m.

The company has been pruned down from more than 50 small and disparate businesses into a core of three main divisions, but ultimately it has chosen to remould itself as an electronics distribution company.

Mr Tom Long, chairman, said that the leisure and food divisions, along with other remnants of Canon Street's 1989's buy-all strategy, were effectively up for sale.

Having undergone significant restructuring, it is cash generative and operating profits are almost double interest costs. It therefore no longer has to hurry into further

sales of non-core assets.

The electronics distribution businesses accounted for £5.5m (£11.2m) of CSI's £3.3m operating profit before £2.5m of central costs. Food and drink distribution contributed £1.35m, but the leisure division lost £245,000, because of problems in its time share and tour business. The hotels remained profitable.

Profits from discontinued businesses amounted to £539,000 but these were more than offset by one-off restructuring costs of more than £1m.

There was a £2.43m profit from the sale of businesses last year, primarily PM Tamson, the Georgian House Hotel and Canon Materials Handling - the latter was sold at a loss.

Interest costs fell from £7.04m to £2.72m, as a result of debt reduction and falling interest rates. At the year end, net debt amounted to about

£25.4m, down from £42.9m.

The company has restructured its balance sheet to enable it to pay dividends for

the first time since October 1992. It will first have to pay the £2.5m arrears on its preference dividend, however, and it is taking a "prudent" view on the resumption of ordinary dividends.

● COMMENT

Having sifted through the wreckage of what was once a high-flying conglomerate, the new management of Canon Street Investments has found a worthwhile core. Its electronics distribution division increased profits fivefold last year, and management plans to build around the Altai subsidiary. Analysts expect profits to exceed £7m in the current year, putting the shares on a p/e of 11.5. This leaves minimal downside for the shares, while there is considerable upside if it can demonstrate success in building up its new-found core.

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Salvesen director departs

By Andrew Bolger

Christian Salvesen, the UK distribution, specialist hire and food services group, yesterday announced the departure of a director who co-founded its Aggreko business, which recently caused the group to issue a profits warning.

Mr Gordon Tourmain, 59, joined Salvesen when it acquired Aggreko UK in 1984. Aggreko, which hires out generators and temperature control equipment, was a star performer until recently.

However, Salvesen's highly rated shares fell sharply in February when the group said Aggreko was suffering from increasing competition in the US and Europe. Last night the shares closed up 2p at 262p - well below last year's peak of 389p.

Mr Chris Masters, chief executive, said Mr Tourmain's departure was "quite amicable" - he's not leaving us because we have had a difficult time with Aggreko.

Salvesen said full responsibility for Aggreko would now be assumed by Mr David Yorke, who founded the business with Mr Tourmain. Mr Yorke would report directly to him.

Sir Alick Rankin, Salvesen's chairman, said: "We are all grateful for all Gordon's achievements over the years. He was responsible for introducing Aggreko to the Salvesen group and he leaves behind him a strong and profitable business."

Mersey Docks unties golden share

By Ian Hamilton Fazez, Northern Correspondent

The government's golden share in Mersey Docks and Harbour was converted into a 10p ordinary share by yesterday's annual meeting, severing lines of control dating from 1970.

The golden share entitled the government to appoint three directors and demand day-to-day management accounts. It was a legacy of the financial collapse of the Mersey Docks and Harbour Board 24 years ago, when it defaulted on its bonds, forcing a government rescue.

In practice, the golden share had not been exercised in any form since 1989, when the company was restructured after the government wrote off more than £100m of debts.

The government's sole connection with Mersey Docks now is as its biggest shareholder, but it intends to sell eventually.

The annual report shows its holding was diluted from 20 to 13.9 per cent in last year's rights issue, launched to help

fund Mersey's takeover of the Mersey ports.

The stake is worth about £56m at present, prompting speculation that the government may be holding on until the shares are more valuable than the written-off debts. The effect then would be to transfer the cost of modernising Liverpool docks from public funds to the stock market.

Shareholders questioned the sudden resignation last week of Mr Peter Vincent, the former Mersey chief executive, especially since his name was still on the meeting's printed agenda for re-election as a director.

Mr Gordon Waddell, chairman, said Mr Vincent's reasons were personal. He also confirmed that Mersey Docks would not be affected by litigation over the price of 250p each which Mr Vincent paid for Mersey shares that were later valued at more than £37 in the takeover.

Mr Waddell said first-quarter trading results were up to expectations and the company was well on its way to replacing Mersey turnover.

He confessed, however, that "it's an art not a science". Mrs Allen, a munitions worker at the age of 20, who is about to appear in a Daily Mirror D-Day supplement, brought the house down when she said that if the Mirror share price was going to go up she would buy some more.

There was even the odd complaint about the large size of Mr Montgomery's emoluments - £325,983 - and the low price of some directors' shares - 51p.

It was the most normal MGN-Mirror Group annual meeting in modern times.

Benchmark recovery

The recovery seen in the second half of the previous year at Benchmark Group continued in the six months to December 31. Pre-tax profits for the property investment company were £1.24m, against losses of £3.05m, restated for FRS 3.

The property division reported a turnaround from pre-

interest losses of £577,000 to profits of £415,400. The overseas division, which carries out portfolio investment, improved from £240,500 to £117m.

The pre-tax result was helped by a write-back of provisions of £283,300, against a charge of £1.62m, and lower interest costs of £433,800 (£694,000).

Tie Rack shares fall on warning

By Tim Burt

Shares in Tie Rack fell by 8p to 146p yesterday after the fashion neckwear and accessories retailer warned that its performance this year could be undermined by overseas recession and UK tax increases.

The group, which stocks products ranging from designer scarves to Winnie the Pooh ties and Pink Panther socks, said sales in the current financial year were below expectations and it was cautious about prospects.

Mr Roy Bishko, chairman, said: "Consumer expenditure and confidence may be affected adversely by tax increases. Overseas, France and Holland are experiencing difficult market conditions and in Australia, despite the improving economy, the retail environment is depressed."

In the year to January 30, Tie Rack defied volatile consumer spending to increase pre-tax profits by 31 per cent to £6.7m (£5.1m).

The improvement was underpinned by a strong performance in Britain - where oper-

ating profits rose by 24 per cent to £5.72m - and continental Europe, which contributed £1.5m (£1.14m).

Group operating profits increased to £5.15m (£4.5m) on turnover of £78.2m (£67m).

Mr Bishko said sales were boosted by 37 new outlets, increasing the portfolio to 301.

Their contribution, however, was hampered by increased US losses of £482,000 (£58,000).

Falling sales forced the group to close six stores in North America at a cost of £350,000. Trading losses exceeded £130,000.

The figures were also affected by difficulties in France, where demand fell and distribution was hit by transport strikes.

Mr Bishko said the group wanted to expand its airport division - comprising 25 shops in 15 countries - and open more stores in Europe and east Asia.

Funds would come from its year-end net cash balances of £11.2m (£7.4m).

Earnings rose from 6.1p to 8.04p and the dividend is increased to 1.75p (1p).



Cautious: Roy Bishko (left) and Nigel McGimley, chief executive

Bundaberg may let offers lapse

By Nikki Tait in Sydney

Bundaberg Sugar, the Australian subsidiary of Tate & Lyle, is expected to allow its A\$12m (£58m) offers for two crushing mills in Queensland to lapse on April 29.

The company yesterday published the required formal notices stating that the offers could not be declared unconditional. It has also passed the date for notifying a further extension of the bids.

Bundaberg's decision to withdraw, follows a battle for control of the Tully and South Johnstone mills, whose unlisted shares are mainly held by local cane growers.

The turning-point came last week when South Johnstone shareholders voted against lifting the limit on the number of shares which any single investor could hold in the mill. Yesterday, an adviser to the mills said they would now pursue their own plan to merge.

Wyndeham Press makes £6.54m acquisitions

Wyndeham Press Group, the printing and packaging company formerly known as SW Wood, is making three acquisitions for a total of up to £6.54m and raising £5.28m through a placing and open offer.

It also forecast pre-tax profits of £1.7m (£1.02m) for the year to March 31 and expects to pay a final dividend of 1.5p for a total of 2.25p (1.25p).

It is buying Westway, a lithographic printer, and B-P, its associated finishing house, for a total of £5.54m, comprising £5.33m cash and the balance in shares.

Unity Paper Tubes, which makes cardboard tubes, is being acquired for up to £1m in

shares and a profit and net asset-related cash element of about £250,000.

Most of the cash payments will be met from the issue of 2.5m shares which have been placed at 10p. Shareholders can apply for shares on an 8-for-25 basis. The shares closed at 105p yesterday, down 1p.

Westway reported pre-tax profits of £710,000 (£285,000) in the year to January 31 on turnover of £4.52m (£3.58m). Profits for B-P for 1993 were £289,000 (£115,000) on turnover of £2.68m (£1.76m).

For the year to March 31 1993, Unity reported profits of £111,000.

Plysu warns of halved profits

Shares in Plysu fell 9p to 220p yesterday after the plastic container manufacturer warned that profits for the year ended March 31 would halve from £10.8m to about £5.4m, after charging reorganisation costs of £1.4m this time.

Plysu said that in the light of

recessionary conditions affecting its continental markets, it was making further significant reductions to its cost base, mainly in continental Europe.

The dividend however, is expected to be maintained at 7p.

Yorklyde rises 35% to £2.98m

Shares in Yorklyde, the Huddersfield-based maker of fine clothes, scarves and rugs, rose by 31p to 207p yesterday on news of a 35 per cent rise in pre-tax profits to £2.98m for the 12 months to January 31.

The advance, from £2.2m, was achieved on sales of £15.4m (£13.3m).

Mr Charles Brook, chairman, said all divisions had experienced increased activity, which was being maintained in the current year.

The dividend is raised to 6p (5.2p) via a proposed final of 3.8p. Earnings per share jumped 32 per cent to 20.6p (15.6p).

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THE PROPERTY MARKET

Schneider's list of building woes

The developer's failure does not herald a general market collapse, say Vanessa Houlder and David Waller

Frankfurt's futuristic Zeilgalerie complex has acquired a special importance since the collapse last week of the Jürgen Schneider property group with debts of more than DM5bn.

The Zeilgalerie was one of Mr Schneider's most audacious developments and is at the heart of Deutsche Bank's allegations of fraud against the failed developer, who has vanished leaving behind the ruins of Germany's most spectacular property crash since 1945.

Deutsche Bank, Germany's biggest bank and also the largest single creditor to the failed property empire with an exposure of DM1.2bn, said last week that Mr Schneider falsified documents and data when making an application for the financing of Zeilgalerie.

These disclosures by Deutsche Bank have put the bank on the defensive. Critics say Mr Schneider's ability to falsify documents successfully highlights weaknesses in Deutsche Bank's lending practice and points to how the crisis arose in the first place. The main elements of the Deutsche Bank disclosures are:

• Deutsche Bank loaned Schneider a total of DM4.15bn against the Zeilgalerie project, according to property consultants, the complex has a current market value of DM1.6bn, less than the DM2.0bn Mr Schneider originally invested in the venture.

• The bank claimed it was misled over Zeilgalerie's total lettable space. Deutsche Bank released the latest DM45m tranche of the loan on

the premise that the complex contained 20,000 square metres of lettable space. In the event, the property contains only 9,000 sq m of lettable space.

The bank agreed to the loan on the basis of a rental projection for the centre of at least DM57m a year, the true figure turned out to be about DM8m.

These discrepancies have provoked dismay and ridicule in Germany's banking and property circles. "I find it amazing," said one leading German property analyst. "The controls in the German banking industry are normally so tight that something like this just can't happen," he added.

"The mistakes that have been made here are inexcusable," said a senior Frankfurt investment banker. "The Zell [the street where Zeilgalerie is located] is less than half a mile from the Deutsche Bank headquarters. It [the bank] lent twice the market value and now it sheepishly says that it lent against 20,000 sq m [of lettable space] when there are really only 9,000 sq m. Were they asleep?"

These charges of irresponsibility are refuted by Mr George Krupp, the Deutsche Bank board director now responsible for the bank's exposure to Schneider. "We have no evidence of serious mistakes at this bank," he said. Mr Krupp told German newspapers that the bank has

launched an enquiry into its credit procedures in the light of the Schneider collapse.

The revelations have proved an embarrassment for Deutsche Bank. But they have also prompted other German banks to take a much tougher line on outstanding requests for property finance. Analysts suggest that the worst-hit banks from the Schneider fall-out are unlikely to sanction new projects.

Strong domestic demand for property is likely to limit the fall-out from the Schneider affair

erty development loans until their own enquiries on internal credit procedures are under way.

This tightening of credit to smaller developers may prove to be one of the most significant repercussions of the Schneider affair on the rest of the property market. Other lasting effects on the market may be changes in the bankruptcy laws to offer more protection to smaller creditors, and increased pressure on German valuers to raise standards.

The broader question about the impact of the Schneider collapse on the property investment market

remains unclear.

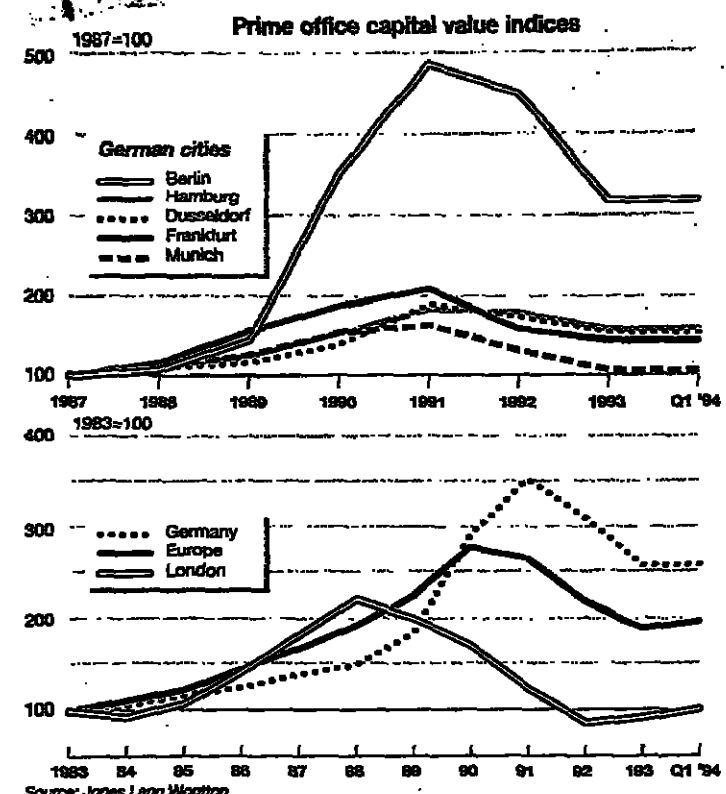
The German market is undoubtedly going through a tough time. Recession, which took hold in mid-1992, has led to a sharp fall in office rents. The office market has been hit particularly hard because the economic slowdown has coincided with a wave of new office schemes coming onto the market.

Jones Lang Wootton, property advisers, said that the take-up of office space fell by 7.5 per cent in 1993, pushing up vacancy rates in excess of 7 per cent of the total office stock. Rising vacancy rates and weak tenant demand have pushed office rents down by between 10 per cent and 25 per cent in larger German cities.

The combination of rising vacancy rates and falling rents is familiar to many other property markets around the world. However, the German property downturn differs in important respects from its international counterparts.

The main difference is that investors' demand for property in Germany remains relatively strong. Although the worsening outlook for rental growth dampened demand in 1992 and much of 1993, prices stabilised half way through last year; this was largely the result of a reduction in interest rates and an upturn in demand from investors.

German prices find a floor



tor banks declared that the failed group's difficulties were not representative of those of the domestic market as a whole.

Mr John Morgan of DTZ Zadelhoff said that the Schneider case did not herald a more general collapse in the market. "Mr Schneider is to a large extent a single case. He did not mix with other developers and institutions. He very much played his own game," he said. "If the rumours are correct, this is merely a matter of fraud and not weakness in the property market," he said.

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for the price of 40,000,000 BEF.
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COMMODITIES AND AGRICULTURE

London coffee futures touch five-year highs

By Deborah Hargreaves

Coffee futures prices soared in London yesterday with the second position on the London Commodity Exchange hitting \$1,545 a tonne at one stage — its highest point for 5 years.

However, dealers began to back off in late trading when the New York market failed to extend the gains made earlier and London closed at \$1,498 a tonne, \$9 higher than the previous close.

The drawdown in stocks of robusta coffee — the coarser variety that is traded in London — has fueled a surge in prices in the last few days. The arabica futures contract on New York's Coffee, Sugar and Cocoa Exchange has been pushed upwards by London, but it was beginning to off the boil yesterday.

"A lot of technicians are

indicating the market here is a bit topsy and we haven't been able to take out resistance levels," said Mr Bill O'Neill, softs analyst at Merrill Lynch in New York. "The next few days will be a key to determining the market's short-term direction."

Confusion among traders about Brazil's plans to begin the sale of its 17m-bag domestic stockpile, which were announced last week, has added to the market's jitters. Brazil announced it would sell 2.4m bags in this financial year, but it is unclear how the sales will be spread throughout the year. The government is also under pressure from growers to call off the sale.

The tightness of physical supplies of coffee in the London market putting a squeeze on traders with short positions, which is likely to support prices for some days.

Aluminium producers hope to broaden cuts scheme

By Gillian Tett in Brussels

Aluminium producing countries already taking part in the international agreement to cut global production hope within two months to find a formula that will enable Brazil, the Gulf States and Venezuela to be included.

This was informally agreed at a meeting here yesterday when trade delegates from Australia, Canada, the European Union, Norway, Russia and the US met to report on progress so far.

Delegates said they hoped a way of widening the pact to include the other regions could be worked out by the time of their next meeting in Canberra, tentatively scheduled for June 20.

US trade delegates warned, however, that producers would

have to tread very warily because they might run into anti-trust problems.

Russia yesterday gave details of how it planned to implement its promised annual output cuts of 300,000 tonnes by the end of this month and further cuts of 200,000 tonnes in the following three months. It also undertook to provide next month production statistics to the International Primary Aluminium Institute, the trade organisation that collects figures from most western companies.

Delegates estimated that total output cuts in the west would total 1.2m.

At a meeting in January the delegates agreed that global cuts of between 1.5m and 2m tonnes a year were needed for two years to bring the aluminium market back into balance.

Malaysian group still in PNG mine talks

By Nikki Tait in Sydney

Mr Padas Wingti, Papua New Guinea's prime minister, said yesterday that Mr John Kaptan, the country's mining minister, had been told to "pursue discussions with the Malaysian Mining Corporation", over the large Lihir mining project.

Last night, Mr Wingti's office declined to comment further on the implications of this statement. It followed a presentation on the status of the Lihir project by Mr Kaptan to PNG's National Executive Council. This covered the present status of the project, the Lihir joint venture partners' plans for developing a mine on Lihir, as well as unresolved issues, including landowners' demands.

The joint venture partners in the project, which envisages development of a large gold mine on one of the islands within the New Ireland group, are Britain's RTZ and Nugent Mining, a PNG-registered company quoted in Australia and in which Battle Mountain Gold has a majority interest.

Their original plan was to divide shares in Lihir Gold, the holding company for the project, three ways — giving RTZ a 40 per cent stake, Nugent Mining 30 per cent and the PNG government the remaining 30 per cent. Those stakes would then have been diluted by a flotation of Lihir shares, which could have raised upwards of \$300m.

However, at the end of 1993, ministerial positions were shuffled in PNG and the necessary special mining lease for Lihir has yet to be granted. There is thought to be debate within the PNG government over whether the state-owned MMC should be allowed into the project at an early stage. The original plan envisaged that MMC might acquire a significant interest, but only through the flotation process.

Nigerian oil on slippery slope, warns Shell

By Paul Adams in Lagos

Nigeria's oil industry is in a downward spiral as the government's payment arrears to its joint venture partners lead to cuts in international investment and reduce production capacity, the managing director of Shell Nigeria has warned in a bleak assessment of the industry which provides 85 per cent of Nigeria's foreign earnings.

"As production goes down, so does the Opec production quota, leaving even less revenue for investment in future production," said Mr Brian Anderson.

Speaking at a seminar in Lagos, Mr Anderson suggested that one way out was for the

government, which owns 60 per cent of the joint oil operations, to pay in crude oil for its cash arrears to the oil industry, which have been at least \$500m for the past six months.

"Extra crude would make payment more certain, which would increase investment and more revenue would flow," he said. "This would also provide more revenue for compensation in the disputes with local communities."

Shell lost 1,400 production days 1993 because of violent attacks by communities in the Niger delta, and employs one security man for every two members of the workforce at a cost of \$18m a year.

Under joint venture agree-

ments the oil companies can take cash arrears from the majority partner in the form of extra crude oil, but only with the government's consent.

Shell produces about half of Nigeria's 2m barrels a day of oil, but worsening payment arrears and the recent cut in the joint ventures' budgets could push down production capacity to around 1.5m bpd by the end of 1995.

The cash crisis has been aggravated by the foreign exchange restrictions imposed in the January budget. All the oil companies have suspended development projects, have stopped drilling wells in existing fields and are spending the bare minimum to maintain their operations.

At the recent Opec summit Nigeria was rebuked by other members for proposing a reduction in quotas while its industry was the only over-producer apart from Iran. Nigerian oil minister Mr Don Ekieliet has ordered the oil producers to stay within quotas. He has warned of penalties against any producer exceeding its quota, which the government had not enforced since last September.

Analysts say that Nigeria's over production was around 100,000 barrels a day but the figures are unclear because of condensate production, which is outside Opec quotas.

The government has also been forced to cut the price of its oil by traders who were

awarded term contracts earlier this year to lift two-thirds of Nigerian export output.

Severe shortages of domestic fuel affect most of Nigeria. Two out of the three oil refineries are out of action, the other is operating at half capacity and the government says that there is not enough cash to import the products.

This week former oil minister Mr Philip Asiodu repeated his criticism of Nigeria's fuel price subsidy, which costs the state downstream oil industry about \$40m a month, whilst fuel is smuggled to francophone Africa or sold on the black market for over three times its official price of less than 10 cents US a litre of petrol.

Duty cut shocks Indian coal industry

By Kunal Bose in Calcutta

A cut in the import duty from 85 to 35 per cent has come as a shock to the Indian coal industry.

"The industry has been criticised since the nationalisation in the early 1970s for not giving due attention to customer service and the quality of fuel produced. In the protected regime, the emphasis has been on stepping up production."

Mr S.K. Chowdhary, chairman of Coal India Limited, the third largest coal company in the world, says the lowering of customs duty may lead to the import of low quality coal, which has a low sulphur content. CIL, which accounts for over 90 per cent of India's coal output, has a production target of 228m tonnes for 1994-95 (April to March), against last year's production of 216m. The company has stocks of 40m tonnes of coal at the pitheads, however, so it may not cash the 1994-95 production target.

Mr Chowdhary says CIL is in the process of working out a strategy to meet the competition from imports. The most important component of this will be to organise the supply of beneficiated power grade coal, in place of the present run of the mine non-cooking coal.

The company will not itself set up washeries for non-cooking coal. Mr A.H. Pandey, the minister of coal, has said that the private sector will be allowed to set up coal washeries on a "build-own-operate" basis, and CIL has shortlisted

16 of the 42 private companies that have shown interest in building washeries.

"If the non-cooking coal is beneficiated, then the power plants and other consumers will get fuel of uniform quality from indigenous sources, even though the sulphur content of coal will remain high. But the Indian boilers are designed to use high ash content coal," says Mr P.K. Sengupta, director of CIL.

The setting up of washeries will, however, take time. While CIL will try to limit imports, it thinks it should be possible to develop an export market for Indian coal, which has a low sulphur content. CIL will be talking to foreign coal producers and trading companies to explore the possibility of blending Indian coal with high-sulphur foreign coal for export to

third countries.

The company is reported to be keen to lease some mines in Australia and export most of their production to India.

In the meantime, CIL has made a strong representation to the federal government that in the "liberalised import environment", it should have the freedom to fix coal prices and production targets. There are strong indications that the government will remove the price control on coal in phases.

The new environment also demands that CIL should bring down the cost of production of coal by improving the output per man-shift, which is very low in India compared with international standards, and closing down the uneconomic mines. In the first phase, 16 underground and four open cast pits will be closed down.

NY exchanges prepare for merger vote

By Laurie Morse in Chicago

Members of New York's two biggest futures exchanges vote on Monday on a proposed merger that would result in an historic alliance between the an international oil market and a global gold market.

"From a global point of view, this merger would make us [both exchanges] much more competitive," Mr Daniel Rappaport, chairman of the New York Mercantile Exchange and a vocal supporter of the plan, said yesterday.

Although New York's two futures exchanges have made plans before, the current talks between Nymex and the smaller New York Commodity Exchange (Comex) have gone further than any in recent memory.

The plan, which needs approval from two-thirds of the Comex members who vote, and 50 per cent of Nymex votes to pass, would make Comex a division of Nymex. Comex's 786 members are being offered \$50m in cash for their exchange, and would also retain beneficial trading rights for Comex and some Nymex products after the merger.

Base metals under pressure

Base metals ended lower as market indicators continued to point downwards.

COPPER broke through the bottom of its recent \$1,880-\$1,900 a tonne range following commission house selling and

long liquidation. But solid buying short-covering aided a recovery.

Commission house and trade selling kept ALUMINIUM on the defensive.

Compiled from Reuters

COMMODITIES PRICES

BASE METALS

LONDON METAL EXCHANGE

(Prices from Associated Metal Trading)

ALUMINIUM 99.7 PURITY (% per tonne)

Close 1280.5-51.5 1274.75

Previous 1284.5-5.5 1280.5-1.5

High/Low 1280.0/1274.5 1280.0/1274.5

AM Official 1286.5-7.0 1281.5-1.5

Karb close 1280.0 1280.0

Open Int. 252,360

Total daily turnover 53,112

ALUMINIUM ALLOY (% per tonne)

Close 1325.0-30 1320-300

Previous 1345.5-5 1333-8

High/Low 1335/1295 1325/1305

AM Official 1325.5-5 1320-25

Karb close 1300-5 1300-5

Open Int. 4,082

Total daily turnover 581

LEAD (% per tonne)

Close 425.5-6.5 440.5-11.0

Previous 425.5-6.5 440-41

High/Low 424-4.5 436-5-0

AM Official 424-4.5 443-4

Karb close 425-5 443-4

Open Int. 32,267

Total daily turnover 5,627

NICKEL (% per tonne)

Close 5205-15 5280-60

Previous 5275-65 5280-65

High/Low 5200 5330/5270

AM Official 5195-200 5275-80

Karb close 5310-5 5310-5

Open Int. 51,498

Total daily turnover 16,224

TIN (% per tonne)

Close 5288-90 5345-50

Previous 5285-90 5355-50

High/Low 5275-95 5350/5330

AM Official 5275-95 5340-45

Karb close 5380-90 5380-90

Open Int. 16,816

Total daily turnover 17,419

ZINC, special high grade (% per tonne)

Close 920-1 922-3

Previous 910-11 922-3-30

High/Low 903 926/919

AM Official 902.5-5.5 925-5

Karb close 920-1 920-1

Open Int. 60,822

Total daily turnover 23,348

COPPER, grade A (% per tonne)

Close 1861.5-2.5 1894-5

Previous 1865-5-5 1893-4

High/Low 1857-5 1890/1877

AM Official 1857.5-5 1881-1.5

Karb close 1881-1.5 1880-1

Open Int. 184,113

Total daily turnover 56,378

LME AM Official C/S ratio: 1.4957

LME Closing C/S ratio: 1.4950

Spec. 1,495.0 C/S ratio: 1.4913 1.4913 1.4886 1.4886 1.4877

HIGH GRADE COPPER (COMEX)

Close 367.5-0.5 367.5-0.5

Previous 367.5-0.5 367.5-0.5

High/Low 367.5-0.5 367.5-0.5

AM Official 367.5-0.5 367.5-0.5

Karb close 367.5-0.5 367.5-0.5

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High/Low 367.5-0.5 367.5-0.5

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Previous 367.5-0.5 367.5-0.5

High/Low 367.5-0.5 367.5-0.5

AM Official 367.5-0.5 367.5-0.5

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Close 367.5-0.5 367.5-0.5

Previous 367.5-0.5 367.5-0.5

High/Low 367.5-0.5 367.5-0.5

AM Official 367.5-0.5 367.5-0.5

Karb close 367.5-0.5 367.5-0.5

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Close 367.5-0.5 367.5-0.5

Previous 367.5-0.5 367.5-0.5

High/Low 367.5-0.5 367.5-0.5

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Close 367.5-0.5 367.5-0.5

Previous 367.5-0.5 367.5-0.5

High/Low 367.5-0.5 367.5-0.5

AM Official 367.5-0.5 367.5-0.5

Karb close 367.5-0.5 367.5-0.5

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Close 367.5-0.5 367.5-0.5

Previous 367.5-0.5 367.5-0.5

High/Low 367.5-0.5 367.5-0.5

AM Official 367.5-0.5 367.5-0.5

Karb close 367.5-0.5 367.5-0.5

Open Int. 184,113

Total daily turnover 56,378

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LONDON SHARE SERVICE

TRUSTS - CONT.

334	1.0	35.19
159	-	-16.47
82	-	-
223	2.6	28.52
105	8.0	108.4
327	0.4	398.1
101	0.5	465.5
209	1.2	27.93
178	-	-
102	5.2	191.6
48	-	-
624	0.7	98.1
127	4.6	128.1
102	-	-
43	0.4	46.7
984	-	-
223	0.2	292.9
594	-	-
209	1.8	340.8
134	1.0	148.2
1062	0.3	112.7
49	-	-
2188	3.8	-
284	7.8	78.7
284	0.6	94.1
121	0.5	147.1
72	-	-
40	4.7	11.7
238	0.6	37.1
127	4.4	121.8
47	-	-
174	1.3	175.0
49	-	-
114	-	-188.3
163	-	-103.1
43	-	-
32	-	-
32	-	-

EXTRACTIVE INDUSTRIES

380	—	180.8	—
126	—	70.4	—
97	28.5	—	—
215	—	39.7	51
1342	—	—	—
247	6.2	275.8	—
40	12.9	41.3	—
28	—	—	—
129	6.2	143.8	—
149	6.5	140.7	—
230	—	—	—
72	16.9	—	—
86	—	200.4	85
5935	1.6	—	—
122	9.6	89.3	26
1074	—	—	—
48	11.2	36.1	—
115	6.4	107.3	—
106	10.2	—	—
175	—	264.5	35
1083	2.6	—	—

Sold Fields \$4 R _____
Sold Mines Asset AS _____

181	12	23.9	1
182	67	48.1	5
183	10	11.3	3
184	101	36	1
185	18	2.8	0.6
186	3	0.5	0.7
187	379	30.5	7
188	10	1.8	0.2
189	10	1.8	0.2
190	18	2.8	0.6
191	18	2.8	0.6
192	18	2.8	0.6
193	18	2.8	0.6
194	18	2.8	0.6
195	18	2.8	0.6
196	18	2.8	0.6
197	18	2.8	0.6
198	18	2.8	0.6
199	18	2.8	0.6
200	18	2.8	0.6
201	18	2.8	0.6
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216	18	2.8	0.6
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261	18	2.8	0.6
262	18	2.8	0.6
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289	18	2.8	0.6
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292	18	2.8	0.6
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295	18	2.8	0.6
296	18	2.8	0.6
297	18	2.8	0.6
298	18	2.8	0.6
299	18	2.8	0.6
300	18	2.8	0.6

FOOD MANUFACTURERS

290	14.4	70.1	62.2	1.9
285	4.8	6.4	12.4	5.3
280	1.8	1.8	3.8	8.1
275	1.8	1.8	3.8	8.1
270	1.8	1.8	3.8	8.1
265	1.8	1.8	3.8	8.1
260	1.8	1.8	3.8	8.1
255	1.8	1.8	3.8	8.1
250	1.8	1.8	3.8	8.1
245	1.8	1.8	3.8	8.1
240	1.8	1.8	3.8	8.1
235	1.8	1.8	3.8	8.1
230	1.8	1.8	3.8	8.1
225	1.8	1.8	3.8	8.1
220	1.8	1.8	3.8	8.1
215	1.8	1.8	3.8	8.1
210	1.8	1.8	3.8	8.1
205	1.8	1.8	3.8	8.1
200	1.8	1.8	3.8	8.1
195	1.8	1.8	3.8	8.1
190	1.8	1.8	3.8	8.1
185	1.8	1.8	3.8	8.1
180	1.8	1.8	3.8	8.1
175	1.8	1.8	3.8	8.1
170	1.8	1.8	3.8	8.1
165	1.8	1.8	3.8	8.1
160	1.8	1.8	3.8	8.1
155	1.8	1.8	3.8	8.1
150	1.8	1.8	3.8	8.1
145	1.8	1.8	3.8	8.1
140	1.8	1.8	3.8	8.1
135	1.8	1.8	3.8	8.1
130	1.8	1.8	3.8	8.1
125	1.8	1.8	3.8	8.1
120	1.8	1.8	3.8	8.1
115	1.8	1.8	3.8	8.1
110	1.8	1.8	3.8	8.1
105	1.8	1.8	3.8	8.1
100	1.8	1.8	3.8	8.1
95	1.8	1.8	3.8	8.1
90	1.8	1.8	3.8	8.1
85	1.8	1.8	3.8	8.1
80	1.8	1.8	3.8	8.1
75	1.8	1.8	3.8	8.1
70	1.8	1.8	3.8	8.1
65	1.8	1.8	3.8	8.1
60	1.8	1.8	3.8	8.1
55	1.8	1.8	3.8	8.1
50	1.8	1.8	3.8	8.1
45	1.8	1.8	3.8	8.1
40	1.8	1.8	3.8	8.1
35	1.8	1.8	3.8	8.1
30	1.8	1.8	3.8	8.1
25	1.8	1.8	3.8	8.1
20	1.8	1.8	3.8	8.1
15	1.8	1.8	3.8	8.1
10	1.8	1.8	3.8	8.1
5	1.8	1.8	3.8	8.1
0	1.8	1.8	3.8	8.1

GAS DISTRIBUTION

Figure 6. The effect of the number of iterations on the accuracy of the proposed algorithm. The results are averaged over 10 trials. The error bars represent standard deviation.

LEISURE & HOTELS - Cont.

OIL, INTEGRATED

PROPERTY - Cont.

SPIRITS, WINES & CIDERS

TRANSPORT - Cont

[illegible]

More O'Ferr	<input type="checkbox"/>	381nd	-1
News Corp AS	<input type="checkbox"/>	4391 ₂	-5

Φ	Highlands MS	82c
169	Hazelock	240

17.1	UK Estates	20
16.6	Union Square	9
	W50	47

-	-	Abbeycrest	96	-	118
1.8	34.6	Albion	104	-	130
-	-	Albion	724	-	224

5.1 Trans Can Pipe

[illegible]

Hardy On	94	158
Ind Pet CS	74	74

Physu	1	1
Portals	1	1
Port	1	1

3.2 18.4 7 $\frac{1}{2}$ in. Cor. Pl.
2.4 20.0 HFI Furniture 2 1/4 in.

2.9	75.0	Cap 9-4 PC Cr	1894	-4
3.5	20.5	Contingency Pac HRC	94%	-1 1/4
		Fluorocarbon 80	80	-2

40 0
28 0
traded in the United
security shows,

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18	-	

[illegible]

AUTHORISED UNIT TRUSTS

● FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (071) 873 4378 for more details.

[illegible]

FRANCES

[illegible][illegible]

● FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (071) 873 4378 for more details.

OTHER UK UNIT TRUSTS

[illegible]

● FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (071) 873 4378 for more details.

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صبرنا من الاعمى

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MARKETS REPORT

Franc firm after rate cut

The French franc finished the day firmer yesterday as the market gave an approving nod to a 10 basis point cut in a key short term interest rate, writes Philip Gault.

The Bank of France cut the intervention rate to 5.80 per cent and the 5-10 day rate by 25 basis points to 6.75 per cent. The franc was trading at FF3.4310 against the D-Mark before the cut - below its old ERM floor of FF3.4305 - but then firmed to close in London at FF3.427.

In a day characterised by fairly low volumes and narrow trading ranges, the dollar was stable after weakening overnight. The US currency closed in London at DM1.882 against the dollar from DM1.894 on Thursday.

The D-Mark fell back slightly in Europe after its recent strength. It closed at FF3.44 against the franc, down from FF3.45 against the Spanish peseta and weakened slightly against the Italian lira, finishing at L584.4 from L587.7.

In the UK, sterling had a better day with the Bank of England's sterling index closing at 80.5 from 80.1 on Wednesday. The pound was helped by stronger than expected retail sales figures.

Mr Nick Parsons, treasury economist at CIBC, said the French cut was braver than some people had expected, given the weak exchange rate. He said the move was "welcome given that exchange rate grounds were not put above the needs of the real economy".

Economic growth remains sluggish, while unemployment is 12.1 per cent and rising.

Mr Parsons said the cut was "confirmation that the BOF may be independent of French politicians, but it is not independent of the Bundesbank. French interest rates are still set in Frankfurt."

Mr Jean-Claude Trichet, Bank of France governor, told a news conference that the monetary policy council had based its decision on "clear signs of non-inflationary growth". He said the council would resist calls for lower short term rates as these would increase France's medium and long-term rates.

French franc

Against the D-Mark (FF per DM)

3.38

3.40

3.42

3.44

3.46

3.48

3.50

3.52

3.54

3.56

3.58

3.60

3.62

3.64

3.66

3.68

3.70

3.72

3.74

3.76

3.78

3.80

3.82

3.84

3.86

3.88

3.90

3.92

3.94

3.96

3.98

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5.56

The US currency

also gained support from comments by

Mr Lloyd Bentsen before

Sunday's group of seven

meeting. The treasury secretary

said the US was not trying to

devalue the dollar to increase

access to Japanese markets.

The market fears that the US

administration might resort to

this strategy to curb its large

trade deficit with Japan.

Trading in dollar/yen should

have greater direction today

after Japan's ruling coalition

reached agreement on a common

policy platform. This

clears the way for the election

of a new prime minister.

Greater political certainty

should help the dollar as it

improves the prospects for

passage of a stimulatory fiscal

package, and enhances the

chance of trade reform.

Strong UK March retail

sales figures dampened hopes

of a near term rate cut and

lent support to sterling. The UK

currency finished a plump up

at DM2.527 from DM2.517. It

was a cent stronger against the

dollar, closing at \$1.499 from

\$1.488.

Retail sales volumes grew,

year on year by 3.8 per cent

against a median market

expectation of 2.7 per cent.

This merely compounded

already depressed sentiment

about the outlook for easier

monetary policy.

The June short sterling

contract closed four basis

points lower at 94.59 after

touching an intra-day low of

94.55. The December contract

was also four points down, at

94.55.

Mr Parsons of CIBC said the

fact that there was once again

a positive yield curve for

sterling did not mean that

short rates would rise.

In the money market,

overnight rates rose as high as

10 per cent - nearly twice the

base rate of 5.25 per cent - as

the Bank of England sought to

clear a large £2.3bn shortage.

Recently, most daily shortages

have been below £1bn.

In other currencies

the dollar was firm

against the yen, closing at

\$1.082 from \$1.081. The

yen was down against the

dollar, closing at 108.10 from

108.15. The Swiss franc was

down against the dollar, closing

at Sfr1.482 from Sfr1.481.

The Australian dollar was

down against the dollar, closing

at A\$0.682 from A\$0.681.

The Canadian dollar was

down against the dollar, closing

at C\$0.712 from C\$0.711.

The New Zealand dollar was

down against the dollar, closing

at NZ\$0.482 from NZ\$0.481.

The South African rand was

down against the dollar, closing

at R10.52 from R10.51.

The Hong Kong dollar was

down against the dollar, closing

at HK\$7.82 from HK\$7.81.

The Singapore dollar was

down against the dollar, closing

at S\$1.362 from S\$1.361.

The Thai baht was down

against the dollar, closing at

Bt50.32 from Bt50.31.

The Indonesian rupiah was

down against the dollar, closing

at Rp1,975 from Rp1,974.

The Malaysian ringgit was

down against the dollar, closing

at RM2.34 from RM2.33.

The Philippine peso was

down against the dollar, closing

at P10.52 from P10.51.

The Vietnamese dong was

down against the dollar, closing

at V1,975 from V1,974.

The Cambodian riel was

down against the dollar, closing

at R10.52 from R10.51.

The Lao kip was down

against the dollar, closing at

K10.52 from K10.51.

The Burmese kyat was

down against the dollar, closing

POUND SPOT FORWARD AGAINST THE POUND

Apr 21	Closing mid-point	Change on day	Mid/offer spread	Day's Mid	One month	Three months	One year	Bank of Eng. Index
Europe	17.7639	+0.0027	620 - 778	17.7634	17.7631	17.7631	17.7631	113.5
Austria	(Sch)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Belgium	(Bfr)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Denmark	(DKr)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Finland	(Fmk)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
France	(FFr)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Germany	(DM)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Greece	(Dr)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Ireland	(Ir)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Italy	(L)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Luxembourg	(Lfr)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Netherlands	(Gld)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Norway	(Krk)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Portugal	(Esc)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Spain	(Pta)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Sweden	(Sk)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Switzerland	(Sfr)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
UK	(£)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
USA	(\$)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Asia								
Australia	(A\$)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Hong Kong	(H\$)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
India	(Rs)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Malaysia	(M\$)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
New Zealand	(NZ\$)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Philippines	(P\$)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Singapore	(S\$)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
South Africa	(R)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
South Korea	(W\$)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Taiwan	(N\$)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7
Thailand	(B\$)	32.0038	+0.0011	32.0038	32.0038	32.0038	32.0038	114.7

100% rate for Apr 21. Bid/offer spreads in the Pound Spot table show only the last three decimal places. Forward rates are not directly quoted to the market but are implied by current interest rates. UK interest is quoted in US currency. J.P. Morgan indices shown for Apr 21. Base average 1984=100.

DOLLAR SPOT FORWARD AGAINST THE DOLLAR

DOLLAR SPOT FORWARD AGAINST THE DOLLAR												
	Closing mid-point	Change on day	Bid/offer spread	Day's high	low	One month Rate	Three month Rate	One year Rate	J.P. Morgan Index			
Europe												
Austria (Sch)	11.8715	-0.0071	890 - 900	11.9050	11.8450	11.8922	-2.1	11.9180	-1.6	11.9302	-0.5	102.7
Belgium (Sch)	34.7420	-0.1498	330 - 340	34.8000	34.7160	34.797	-1.9	34.8922	-1.6	34.947	-0.8	104.1
Denmark (DKK)	16.8115	-0.0033	330 - 340	16.8300	16.7900	16.8374	-2.3	16.8992	-2.2	16.9700	-1.5	105.4
Finland (FIM)	5.4731	-0.0182	681 - 781	5.4980	5.4580	5.4788	-1.5	5.4876	-1.1	5.4930	-0.5	78.4
France (FFr)	8.7848	-0.0041	840 - 850	8.8075	8.7790	8.7895	-2.4	8.8138	-2.0	8.8293	-0.8	105.5
Germany (DM)	1.9892	-0.0002	1.9880 - 1.9900	1.9895	1.9885	1.9892	-0.1	1.9895	-0.1	1.9895	-0.1	105.6
Greece (Dr)	247.050	-1.1	800 - 900	247.800	246.000	250.35	-10.0	257.78	-17.4	285.5	-15.5	70.2
Italy (Lit)	1.4515	-0.0008	498 - 528	1.4630	1.4420	1.4485	2.4	1.4433	2.2	1.4313	1.4	-
Japan (Yen)	181.815	-5.33	740 - 980	181.250	181.550	180.55	-4.0	183.13	-3.7	186.15	-2.7	78.6
Netherlands (Gld)	34.9800	-0.1405	330 - 340	34.9000	34.9100	34.917	-1.9	34.9822	-1.5	34.947	-0.6	104.1
Norway (Nkr)	1.9875	-0.002	970 - 980	1.9823	1.9855	1.9802	-1.7	1.9937	-1.3	1.9910	-0.2	103.6
Portugal (Esc)	7.3255	-0.0039	242 - 268	7.3575	7.3000	7.3382	-2.1	7.3816	-2.0	7.4005	-1.0	94.8
Spain (Ptas)	172.800	-0.0001	240 - 260	173.000	172.600	174.05	-10.8	175.55	-10.8	180.00	-10.8	80.0
Sweden (Skr)	1.1255	-0.0025	920 - 930	1.1230	1.1270	1.1240	-0.3	1.1280	-0.3	1.1295	-0.2	104.0
Switzerland (Sfr)	7.8840	-0.0334	802 - 877	7.9205	7.7551	7.903	-3.8	7.9516	-3.4	8.075	-1.0	81.5
Switzerland (Sfr)	1.4329	-0.0078	320 - 330	1.4370	1.4275	1.4329	-0.3	1.4325	0.0	1.4178	0.0	108.7
Taiwan (New Pts)	1.4985	-0.0001	1.4980 - 1.4990	1.4985	1.4985	1.4985	-0.1	1.4985	-0.1	1.4985	-0.1	108.7
U.S. Dollar	1.1457	-0.0056	452 - 462	1.1463	1.1425	1.1434	2.5	1.1399	2.0	1.1399	0.0	-
EDU*	1.40398	-	-	-	-	-	-	-	-	-	-	-
Asia/Pacific												
Australia (Aust)	1.0000	-	998 - 1000	1.0002	0.9998	-	-	-	-	-	-	-
Brazil (Cz)	1168.70	-	998 - 970	1169.75	1168.68	-	-	-	-	-	-	-
Canada (Cdn)	1.2831	-0.0015	828 - 833	1.2838	1.2790	1.2863	-1.9	1.2885	-1.9	1.4084	-1.7	83.2
Mexico (New Pts)	3.9698	-0.0004	644 - 694	3.9730	3.9540	3.9679	-0.4	3.9697	-0.3	3.9771	-0.3	100.9
Pacific/Indo/East Africa												
Australia (Aust)	1.4034	-	998 - 999	1.4075	1.4000	1.4048	-1.1	1.4063	-1.7	1.4198	-1.2	87.8
Hong Kong (HK\$)	7.7288	-0.0008	283 - 273	7.7375	7.7250	7.7238	-0.5	7.7358	-0.6	7.7605	-0.4	-
Japan (Yen)	102.545	-0.0012	992 - 1000	102.575	102.500	102.57	-0.3	102.58	-0.6	102.67	-0.3	104.1
Japan (Yen)	102.545	-0.2458	520 - 570	102.785	102.550	102.41	-1.8	103.05	-1.9	103.99	-2.5	148.9
Malaysia (M\$)	2.5890	-0.0007	885 - 895	2.5900	2.5862	2.592	3.1	2.5965	3.3	2.729	-1.5	-
Philippines (P\$)	2.6935	-0.0001	718 - 723	2.6950	2.6923	2.694	-0.9	2.6959	-1.3	2.7008	-1.8	-
Saudi Arabia (Riyal)	2.9580	-	850 - 850	2.9580	2.9570	2.9580	-	2.9580	-	2.9580	-	-
Saudi Arabia (Riyal)	2.9580	-0.0003	501 - 505	2.9510	2.9570	2.9711	-0.2	2.9784	-0.3	2.9749	-0.4	-
Singapore (S\$)	1.5595	-0.0003	501 - 505	1.5605	1.5570	1.5589	-0.5	1.5584	-0.3	1.557	0.2	-
Taiwan (New Pts)	3.9698	-0.0001	644 - 694	3.9730	3.9540	3.9679	-0.4	3.9697	-0.3	3.9771	-0.3	100.9
S Africa (P\$)	4.9200	-0.075	150 - 250	5.0350	4.8890	4.954	-8.3	5.014	-7.6	-	-	-
South Korea (Won)	807.250	-0.2	200 - 300	807.700	807.000	810.25	-1.6	812.75	-3.2	822.25	-3.1	-
Taiwan (New Pts)	3.9698	-0.0001	644 - 694	3.9730	3.9540	3.9679	-0.4	3.9697	-0.3	3.9771	-0.3	100.9
Thailand (B\$)	26.8500	-0.02	250 - 300	26.9000	26.8000	26.850	-0.3	26.85	-0.3	26.850	-0.3	-
ISOR	26.8500	-0.02	250 - 300	26.9000	26.8000	26.850	-0.3	26.85	-0.3	26.850	-0.3	-
*Forward rates for Apr 20. Bid/offer spreads in the Dollar Spot table show only the last two decimal places. Forward rates are not directly quoted to the market.												

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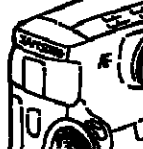
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Continued on next page

NYSE COMPOSITE PRICES

4 pm close April 21

AMEX COMPOSITE PRICES

4 pm close April 27

NASDAQ NATIONAL MARKE

4 am close April 2

[illegible]

AMERICA

US stocks turn firmer on bond prices

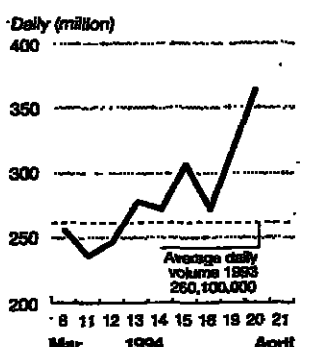
Wall Street

US share prices rallied yesterday morning as investors focused on a firming trend in bonds and strong corporate earnings, writes Frank McGarry in New York.

By 1 pm, the Dow Jones Industrial Average was 27.97 ahead at 3,696.67, while the more broadly based Standard & Poor's 500 was 4.96 better at 446.92 in brisk trading.

In the secondary markets, the American SE composite

NYSE volume



added 1.40 to 429.00, and the Nasdaq composite surged 10.02 to 715.54 after three losing sessions.

Stocks returned to old habits yesterday morning, closely tracking bond prices to moderately higher levels. On Wednesday, share prices had de-coupled from the US Treasury market, moving sharply lower despite a rally in fixed-rate investments.

There was a mixed bag of economic news on offer, and equity investors drew encouragement from the bond market's ability to side-step potential obstacles. The labor department was helpful, reporting a big jump in claims for unemployment benefit for a third consecutive week. Bonds moved higher and stocks were close behind them.

The Philadelphia Federal Reserve, however, offered a more complicated view of the economy in its April survey of regional business conditions. The overall index was softer, but the prices-paid index, keenly watched by the inflation-sensitive bond market, was up sharply. Prices dipped on the news, but in a surprising display of resilience, recovered quickly.

The equity markets were impressed by the rebound, as it suggested a mild downturn in bond prices following Monday's move by the Federal

Reserve to lift short-term rates. In Wednesday's session, investors were growing increasingly concerned over the impact of rising long-term rates on corporate profitability. Yesterday was indication that the worst may be over, leaving them free to concentrate a fresh batch of company results from the first quarter.

International Business Machines was the star of the session. The bellwether stock jumped 5%, or about 10 per cent, to \$57.4 after exceeding market expectations of its first-quarter performance.

The issue accounted for nearly 10 points of the gain in the Dow industrials. Caterpillar, up 5% at \$105.4, made a smaller contribution in recovering some of its heavy losses the previous session.

The big three car makers retraced lost ground as well. General Motors was 1% better at \$55.7, Ford rose 2% to \$56.4 and Chrysler, which was battered earlier in the week despite a good earnings report, jumped 3% to \$45.7.

IBM's progress gave a boost to the entire technology sector, which has been hard hit over the past fortnight. Texas Instruments climbed 4% to \$89 after announcing a decision to divest non-strategic business and to boost its dividend. Micron Technology rebounded from several days of weakness, adding 2% to \$33.7.

On the Nasdaq, computer stocks staged a parallel rally, led by Wellfleet, up 8% at \$71. Intel jumped 2% to \$59.5 and Microsoft climbed 3% to \$91.4.

Canada

Toronto put in a positive morning session, lifted by a stronger Wall Street and by a rally in Canadian bonds. The TSE 300 index climbed 39.93 to 4,145.86.

All 14 sectors posted gains. Volume was 34.82m shares valued at C\$394.44m and advances outpaced declines by 339 to 244 with 262 unchanged.

Canadian bonds firmed across the curve with the 3.00 per cent bond due 2003 up C\$1.20 to C\$95.55. Among the stronger sectors, precious metals climbed 10.85, or 1.1 per cent to 9,070.32. Comex gold was up 60 cents at US\$374.50 an ounce.

Other strong groups included conglomerates, up 103.66 at 4,895.25, and transportation which rose 97.90 to 3,880.51. The transportation group was pulled higher by the heavily-weighted Laidlaw B shares, up 4% at C\$84 in 647,000 shares.

EUROPE

Deutsche faces its critics, shares rise

Bourses had mixed fortunes, writes Our Markets Staff.

FRANKFURT shivered when bond futures weakened, and the Dax index touched an intraday low of around 2,180. However, both futures and the cash market recovered with the Dax closing at 2,195.97, and virtually holding in the post-bourse. Turnover eased from DM11.6bn to DM10.4bn.

Mr Eckhard Frahm of Merck Finck in Düsseldorf said that German 10 year bonds were now yielding around 6.30 to 6.40 per cent, 60 basis points more than they offered at the end of 1993 in spite of the downturn in short term interest rates.

The Bundesbank, he said, needed to keep the D-Mark strong and to retain the increasing foreign investment in German domestic bonds which has been apparent since unification in 1990. Meanwhile, Merck Finck forecast a cyclical bet on financials.

Mostly, this was a good idea: Deutsche Bank decided to face its critics on television (last night) and in the press (next Monday), rose DM16.50 to DM765.50 and lifted the sector; but then there was Depfa, the mortgage bank, a strong tip three or four weeks ago by analysts who thought it could

hit DM1,200. Depfa said yesterday that it was adding DM50m to loan loss provisions to take account of its exposure to Schneider property loans, and the shares fell DM35 to DM740.

PARIS was unimpressed by the 10 basis point cut in the French intervention rate, and signalled its dissatisfaction at what it saw as "too little, too late" by diving to the day's low of 2,079.

The market recovered swiftly, but then retreated once again before a positive opening on Wall Street helped it to recover just before the close. The CAC-40 index ended off 10.76 at 2,091.95.

Peugeot slipped SFR9 to SFR905 as some profits were booked following a good rise ahead of yesterday's 1993 results. Eurotunnel eased SFR1.05 to SFR40.90, but off a low of SFR40.60, after announcing that it would open the tunnel to passenger services in October.

ZURICH was again pulled lower by weak bonds, but recovered with Wall Street. The SMI index ending 87.1 lower at 2,781.6. Foreign selling depressed insurers.

Zurich Insurance lost SFR35 to SFR1,335, Winterthur SFR10 to SFR655 and Swiss Re SFR17 to SFR30. Among banks, SBC

FT-SE Actuaries Share Indices

Apr 21		THE EUROPEAN SERIES									
Hourly changes	Open	10.30	11.00	12.00	13.00	14.00	15.00	16.00			
FT-SE European 100	1442.37	1435.78	1434.07	1438.53	1437.56	1439.22	1438.17	1438.73			
FT-SE European 200	1463.02	1461.54	1457.44	1458.51	1458.94	1460.45	1460.61	1459.98			
	Apr 20	Apr 19	Apr 18	Apr 17	Apr 16	Apr 15	Apr 14				
FT-SE European 100	1444.75	1448.50	1470.58	1471.48	1467.07						
	1465.17	1470.88	1492.35	1488.43	1482.51						
Born 1000 (P10/03): Nightly 100	1442.37	1442.02	1442.02	1442.02	1442.02	1442.02	1442.02	1442.02			

RECRUITMENT

Jobs: Better news ahead for personnel managers and redundant executives Two-way communication helps employee relations

Two weeks ago we ran a jobs column which questioned the validity of human resource management, suggesting that the latest personnel techniques did nothing to improve employee-management relations.

Perhaps the most controversial finding was that workplaces with personnel specialists had worse employee-management relations than those without. Sue Fennie and David Metcalf of the centre for economic performance, London School of Economics, concluded that personnel specialists and directors on the board did not improve employee-management relations and probably detracted from it.

The findings caused some incredulity among HRM specialists and some doubt about the interpretation of the research. Job evaluation, merit pay, profit sharing and employee share ownership schemes were all surprisingly given the thumbs down for their promotion of employee-management relations.

Metcalf admits that the way the findings were presented may have been somewhat unfair to human resource people in that they concern

he defends the results that were produced using a relatively new statistical technique called ordered probit.

A closer look at the figures shows that some of the newest HRM communications methods aimed at better employee relations were indeed welcomed by employees. Problem solving groups, meetings and suggestions schemes were valued far more highly than, say, briefing groups and the use of delegating chains.

Metcalf notes that those companies which place HRM at the core of their business appear to achieve more effective results than those adopting it as an add-on tool.

What prompted the report, he said, was an irritation with what he called the self-serving way in which human resource management was presented in many journals and newspapers. He and Fennie are now carrying out research into the economic benefits of human resource management. Watch this space.

You are an executive and last year you lost your job. The chances are you are a man, aged 44, had 10 years service with your last

employer and earned £43,300 a year before you got the boot.

This, according to Drake Beam Morin, the outplacement consultancy, is the profile of the typical redundant European executive in 1993.

What is more, if you were a client of DBM, there was a good chance you worked in marketing or sales for a company in computers and electronics, food and beverage or chemicals and oil. Nearly half of the company's clients came from shrinking operations in these sectors: across Europe. Banking and pharmaceuticals were also widely affected. General management and engineering jobs were among those badly hit.

Just to add to your woes, if you recognise yourself and live in Portugal, the UK, France, Germany or Norway, you might like to know that you probably received less on leaving than you would have got the previous year.

Payments declined from 1992 to 1993 in six of the countries surveyed (France, Germany, Portugal, Norway, US and UK). The highest payer with six weeks for every year of service is Portugal, followed by

Spain (5.6 weeks), Sweden (4.9) and Belgium (4.8). The UK, with 3.3 weeks, just creeps into the bottom half of the table under the Netherlands (4.2). The countries paying the least to departing executives are Switzerland (2.4), Germany (2), France (1.9) and the US (1.8).

Both the DBM survey and another by Coutts career consultants suggests that a declining number of executives who lose their jobs are returning to full employment and that more are moving into self employment.

What does all this mean for outplacement consultants? Predictably both DBM and Coutts found that networking - the art of making personal contacts, promoted by outplacement specialists - proved the best way of finding a new job.

British Coal Enterprises, formed to help redundant miners find new jobs, has spread its expertise, offering a full outplacement service that operates under the title Grosvenor Career Services in competition with private outplacement companies. Grosvenor has had contracts with a number of energy sector companies.

The large private outplacement companies are complaining that the competition is unfair because BCE receives a European Community grant. The Association of Outplacement Consulting Firms International, a body that represents the biggest outplacement firms, says it intends to complain to someone in government, probably Michael Heseltine, the Trade and Industry Secretary.

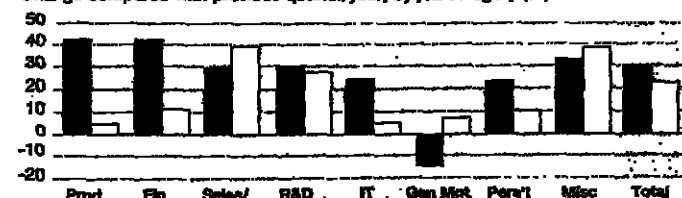
Grosvenor says that it sees none of the EU money itself and has to operate as a profit-making organisation. Indeed it argues that the success of its service lessens the burden on taxpayers to support BCE.

Philip Andrew, the chief executive of BCE, said that he expected the outplacement service to be fully privatised within a year although he did not yet have a schedule.

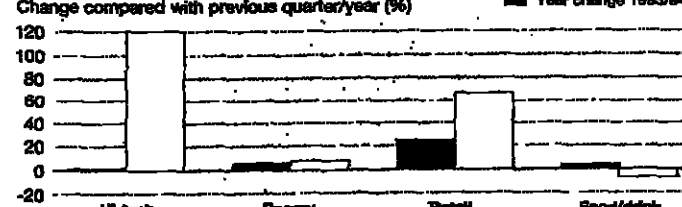
Finally, the graphs on the right supplied by the MSL recruitment consultancy show that there is some heartening news for redundant executives. Advertised demand for executive posts is picking up.

MSL Index

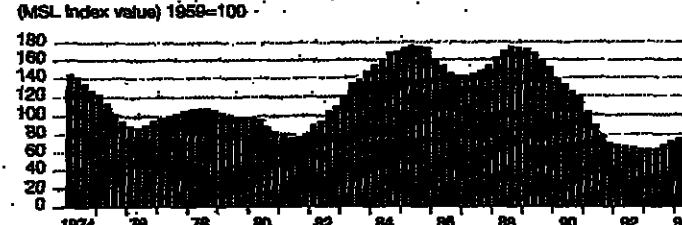
1st qtr 1994
Change compared with previous quarter/year, by job category (%)



Industry by industry analysis, 1st qtr 1994
Change compared with previous quarter/year (%)



Moving annual total of quarterly advertised demand for executives (MSL Index value) 1989=100



Richard Donkin

Corporate Finance To £50,000 + bonus

This international Merchant Bank, with an outstanding pan-European reputation, needs both Spanish and German transaction specialists to join its rapidly expanding teams. You must have excellent academics (2:1 minimum) together with an MBA from a top school, and have at least 2 years experience relating to the German or Spanish markets. A dynamic and team orientated personality is essential. The successful incumbent will have direct responsibilities for developing international client relationships and be involved in all aspects of deals from origination to execution in a meritorious environment.

Credit Research - International Outlook £20,000 - £70,000 + benefits

An exceptional opportunity exists for a credit analyst of the highest calibre to join this leading investment bank. In a challenging and high profile position, the successful candidate will take full responsibility for providing detailed recommendations on various listed positions. This role clearly demands an ambitious and articulate individual with the following credentials:

- A high level of education (minimum 2:1, MBA in Finance a distinct advantage).
- At least 3 years credit analysis of equities, bonds, corporates or financial institutions gained in an investment bank or rating agency.
- Fluency in either Italian, German, or Spanish.

Rewards will be excellent in terms of prospects, package and working environment.

Please contact Neil Lee or Justin Harper on (071) 583 8073 (day) or (0727) 812 956 (evenings and weekends) or write to us at 16-18 New Bridge Street, London EC4V 6AU. Fax No: 071 353 3998.

BADENOCH & CLARK
recruitment specialists

Venture Capital SCOTLAND A key role in the UK Venture Capital Market

Dunedin Fund Managers Limited is intent on becoming a long-term important participant in the UK venture capital market and is looking to make a senior appointment to a small, highly focused team in Edinburgh, which organises the equity element of management buy-outs, buy-ins and similarly structured deals across the UK.

The ideal candidate will have a successful background in venture and development capital, or corporate finance. A track record of having led deals together with a strong personal credibility is essential.

An attractive salary and bonus package will be on offer, as well as the opportunity to be a key player in an important niche market.



**DUNEDIN
FUND MANAGERS LTD**

Please apply, in writing, enclosing your C.V. to:
Brian Finlayson, Managing Director,
Dunedin Ventures Limited, Dunedin House,
25 Ravelston Terrace, Edinburgh EH4 3EX.

Transaction Execution Capital Markets

Competitive Package

Outstanding career opportunity for talented young executive. Execute transactions and develop marketing skills within a prestigious European investment bank.

City

THE POSITION

- Support sterling capital markets team, providing quick and effective transaction execution. Work on every aspect of team's business.
- Liaise closely with lawyers, regulatory bodies and other professionals. Co-ordinate accurate completion of documents.
- Following extensive client contact, position will broaden to include the origination and marketing of transactions and ideas. Overseas travel necessary.

QUALIFICATIONS

- Ideally numerate, computer literate, law graduate or professional, aged 24 to 30.
- Minimum two years' relevant experience of documentation/transaction execution.
- Capital markets product knowledge, probably gained in a bank or law firm.
- Enthusiasm, commitment, ambition. Excellent written and oral communication skills.

Please send full cv, stating salary, Ref N1512
NBS, 54 Jernyn Street, London SW1Y 6LX

London 071 493 6392

Aberdeen • Birmingham • Bristol • Edinburgh
Glasgow • Leeds • Manchester • Slough

NBS SELECTION LTD
a BNS Resources plc
company



CS FIRST BOSTON Securities Lawyer London

CS First Boston is acknowledged as one of the few truly global investment banks. The firm is a market leader in underwriting, sales and trading of debt and equity securities and their derivatives as well as in investment banking. An outstanding opportunity has arisen for a qualified lawyer specialising in securities to join the high profile legal team.

The Legal and Compliance Department is an integral part of the business providing a wide range of advice and front-line support. The specific role will include advising on, and preparing and negotiating customer documentation for a wide range of existing and new products including securities trading, derivatives and corporate finance.

This is a key appointment within the

department which requires commercial acumen coupled with a positive and direct approach to the business. Attitude is as important as specific knowledge.

Applicants should be UK or US qualified lawyers with a strong background in international investment banking and financial services/securities law. They are likely to be currently working in a similar environment or within a leading city law firm.

Remuneration will not be a bar for the right candidate.

Interested applicants should write to Anna Williams at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH, quoting ref. 186021 or alternatively call 071 831 2000 for an initial discussion.



Michael Page City

International Recruitment Consultants
London Paris Amsterdam Düsseldorf Sydney

Eastern Europe Proprietary Trader Global Investment Bank

Our client is a leading global investment bank committed to developing its profile in Eastern Europe.

The expanding proprietary trading desk seeks to hire an experienced proprietary trader to develop money market trading, bond and equity activity in the Eastern European markets.

Candidates should be aged 30-35 years old, graduates, ideally MBA qualified and be credit

trained. At least 5 years directly relevant experience is required; exposure to Eastern European business is imperative as is an appreciation of the legal and regulatory framework of the region. Fluency in at least one Eastern European language is required.

The remuneration package will be excellent comprising a basic salary, bonus and the usual banking benefits.

Interested candidates should write to Paul Morris or Andrew Stewart at BBM Associates Ltd enclosing a full Curriculum Vitae to the address below. All applications will be treated in the strictest confidence.

76, Watling Street,
London EC4M 9BJ



Tel: 071-248 3653
Fax: 071-248 2814

Financial Analysis expertise to real impact on the business?

- Do you pride yourself on your analytical strengths and outstanding financial competence?
- Do you bring both creativity and sound, well considered judgement to financial analysis and reporting?
- Are you highly organised with a keen eye for detail and an exceptional ability to prioritise conflicting demands?
- Do you have the command to move people to action and stand up for what you believe is right?
- Can you invariably move senior people to a commitment, persuading them to your point of view?
- Are you a highly motivated individual who enjoys working with urgency to meet deadlines and achieve measurable results?
- Are you aware of the power in building close, positive relationships with those with whom you work?
- Do you pride yourself on your professionalism and highly responsible attitude?

The world's second largest pharmaceutical organisation and operating in over 80 countries throughout the globe, Glaxo has an outstanding reputation for innovation, technical excellence and a business operation built on efficiency.

Our Central Financial Planning Function, part of the Financial Directorate at Glaxo Holdings plc, supports the Group's executive management through the provision of accurate, timely and relevant financial planning information. This is an outstanding opportunity for a FINANCIAL ANALYST to join a highly visible team and make a significant impact on the business. You will be responsible for facilitating the production of the worldwide strategic plan, appraisal of capital investment proposals as well as plan and forecast reviews, new product evaluation and other ad-hoc projects. In addition, your remit will involve liaising with MIS in order to develop and maintain the computer database.

A qualified accountant with a good honours degree, you will have at least 2 years post qualification experience in an environment where you have gained exposure to corporate operations. Commercially astute and with excellent communication skills, your highly detailed and analytical approach will ensure the effective delivery of information to senior executives. A thorough working knowledge of spreadsheets will be combined with well developed PC skills.

An attractive salary reflects the importance placed on these key roles and the benefits are those you would expect from a world class organisation.

If you have the skills and expertise required and are motivated by the inherent challenges on offer, please call Tina Spang at the Varsity Recruitment Centre on 0832 826528.

Office hours: 8.30am - 7.00pm until 26th April and thereafter
9.00am - 5.30pm, Sunday 24th April: 10.30am - 2.00pm.
Closing date: 29th April 1994.

Glaxo

Marketing Oriented PR Professional

With the drive and determination to achieve positive press
London to £30,000

Our client has plenty of good news to impart: the problem is getting time to talk about it! A financial services specialist, and a leader in its field, the company continues to grow apace and the Board recognises the importance of a high press profile. The time is right to appoint an in-house specialist to achieve that aim.

The need for a good understanding of investment products dictates that likely candidates in their late twenties/early thirties will probably (but not exclusively) be in the marketing function of a substantial fund management house, life office or retail financial operation. Press contacts are much less important than strength of character, creative writing skills and the ability to take advantage of the substantial autonomy on offer. Certainly of graduate intellect, candidates should be credible at all levels, verbal not verbose and, crucially, a leader.

Please send full career details, including salary package, quoting Ref A 2030 to Malcolm Lawson, at Codd Johnson Harris, Human Resource Consultants, 12 New Burlington Street, London W1X 1FF.



Codd • Johnson • Harris

TOP OPPORTUNITIES

SENIOR POSITIONS IN GENERAL MANAGEMENT



The International Air Carrier Association, representing 50 member airlines worldwide, with headquarters in Brussels, seeks to strengthen its Secretariat by the appointment of an

ASSISTANT (OR DEPUTY) DIRECTOR GENERAL

responsible for supporting IACA's Director General in the aeropolitical field and working alongside IACA's current Assistant Director General and staff in the technical field.

The successful candidate will be self-motivated, fluent in French and English (additional languages an advantage), and have recent relevant air transport industry experience.

Subject to negotiation with the successful candidate, post may be based either in Brussels or at IACA's regional technical office near London's Gatwick Airport.

Will report to the Director General. Position would initially be for one year, with every prospect of extension for the right candidate.

Remuneration commensurate with candidate qualities and experience.

Written applications, with full CV and salary history/expectations, to:

The Director General of IACA, Abell Building,
Brussels Airport, B-1930 Zaventem (Belgium).

Area Manager Central & Eastern Europe Region

Our client, headquartered in Sydney, Australia, is part of the multi-national Pacific Dunlop group. The group operates internationally with 213 factories and approximately 48,200 employees. Yearly group sales exceed US\$ 5 billion and cash generation US\$ 375 million. Pacific Dunlop has five main business groups: healthcare, consumer products, automotive, building and construction and distribution. One of the core businesses is the healthcare group, Cochlear, the leading manufacturer and distributor of implants for severely hearing-impaired and deaf persons. Worldwide, Cochlear employs approximately 200 people, 35 of whom are based in Europe. In view of the group's growth and extensive plans for expansion, it is seeking to recruit an experienced Area Manager for the CEE-region, based in the Northern part of Germany. This is an exceptional opportunity to play a key role in the further development of this highly successful company.

The Area Manager will have overall responsibility for turnover, financial results and business development. He/she will be tasked with the

conception and co-ordination of marketing and promotional activities, the planning and organisation of seminars and workshops, as well as the co-ordination of clinical and technical services.

Candidates will be university graduates, preferably with an educational background in both technical (or medical/therapeutic) and business subjects, with strong interpersonal and excellent communication skills. They should be customer-oriented, with good negotiation skills and have the ability to analyse the market and to work creatively, both independently and as a part of a team. A proven track record in marketing and sales, especially in the CEE-countries, is essential. Fluent English is a necessity, and the ability to communicate in German or an East European language would be desirable. The attractive remuneration package includes a highly competitive base salary, performance-related bonus and a company car.

Please write to our Consultant, Claudia Daubner, enclosing a detailed CV in English, at the address below, quoting reference number 23.490.

GKR NEUMANN

SEARCH & SELECTION

GKR-NEUMANN MANAGEMENT CONSULTANTS, GUENTHERGASSE 3, A-1090 VIENNA.
TELEPHONE ++41-40140732 ext., FAX ++41-40140777 oc 289 ext.

BANKING FINANCE & GENERAL APPOINTMENTS

PARIBAS CAPITAL MARKETS RISK MANAGEMENT

Banque Paribas is a leading international wholesale banking group operating in nearly 60 countries. Its core activities comprise corporate banking, capital markets, advisory services and asset management.

Paribas Capital Markets constitutes a significant part of the bank's worldwide operations, and as a genuine international business draws on the expertise of over 1600 staff in London, Paris, New York, Tokyo, Frankfurt, Geneva, Singapore and Sydney. It provides a comprehensive range of products and services in the primary and secondary bond and equity markets, currency and interest rate swaps and options, fixed income and equity derivative products and specialised instruments.

Continued expansion and an increase in trading activities has created three exceptional opportunities for individuals experienced in the area of risk management.

As part of the risk management team, these roles will focus on the market risk and profit and loss implications for the different derivative activities within Paribas Capital Markets.

Specific responsibilities will include:

- Analysis of risk profile
- Monitoring of market parameters used in risk and results production
- Supporting traders in analysis & explanation of results
- Assistance in the management of complex deals.

The ideal candidates will have a strong mathematical background and will have had a minimum of four years experience gained within a capital markets environment which will have included at least 18 months experience in a risk analysis role. For two of the positions we would be particularly interested to hear from individuals with significant exposure to swaps and LDC debt respectively.

The salary and benefits package will reflect our commitment to recruit highly motivated individuals who share our aspirations and are able to contribute to the continued success of our business.

To discuss these positions in greater detail please contact our retained advisor Jon Vonk at Marks Sattin Financial Recruitment Consultants, 18 Hanover Street, London W1R 9HG. Tel 071-408 1312 or 071-720 1527 (Eves/Weekends). Fax 071-355 4501.

MARKETING MANAGER LEBANON

Our client, one of the largest middle eastern real estate development companies, is seeking to recruit a Marketing Manager to be stationed in Beirut.

THE POSITION

Reporting directly to senior management, the successful candidate will be in charge of formulating the company's marketing plans, directing all marketing aspects of the various residential, business, recreational and touristic development projects, managing promotional campaigns and cultivating a network of useful relationships at a local international level.

THE CANDIDATE

The candidate should be a Lebanese Citizen or of Lebanese Origin. Candidates should demonstrate a strong track record in marketing and sales specifically in the field of real estate development business. They are also expected to have held a senior management position for a number of years in a similar organization.

THE PACKAGE

The company offers a very challenging opportunity and a generous package to the successful candidate commensurate with their experience.

If you are interested in the position please write or fax a full CV together with details of current salary and supporting references to:

Personnel Manager
Kanan Bitar
P.O. Box 18366
Riyadh (11415), Saudi Arabia
966-1-4773836 Facsimile

Outstanding Opportunities in International Investment Banking

Schroders is one of the world's premier international investment banking groups, with a highly successful track record.

In June 1993 a new division was formed - the International Finance Division - to expand Schroders' international advisory and financing capabilities. High levels of business now give rise to exceptional opportunities at manager and executive levels for motivated individuals, keen to develop a successful career in international investment banking. All positions are based in London, but you should expect to travel extensively overseas.

Managers/Senior Executives Central and Eastern European Team

The Central and Eastern European Team has a well-established position in the region, having completed a number of transactions for Governments and local and Western companies on privatisations, acquisitions and capital raisings. Schroders has a subsidiary in Warsaw and offices in Prague and Budapest. The team is also increasingly active in other countries.

Candidates are likely to be aged 26-32, to hold a professional qualification and to have gained 2-5 years' transaction experience with an international investment bank. Experience of working in Central and Eastern Europe is not essential.

Generous remuneration and benefits packages for these challenging roles will be available, commensurate with the candidates' experience and qualifications.

Interested applicants should write, enclosing a brief resumé, to David Craig or Brian Hamill, Walker Hamill, 29-30 Kingly Street, London W1R 9LB, quoting reference DC 1260.

Experienced Executives Equity Capital Markets Team

The Equity Capital Markets Team specialises in the structuring, syndication, underwriting and distribution of equity and equity-linked issues. It is active worldwide in emerging markets and in privatisations.

Successful candidates will work as junior members of teams preparing presentations to win international equity issue mandates as well as assisting with the execution of mandates.

Candidates, aged 24-28, should have 1-3 years' experience in a similar environment. A professional qualification or a good basic knowledge of the legal, accounting and corporate finance aspects of equity capital markets work is essential.

Schroders

CIGNA International Investment Advisors, part of a multinational investment management group with \$5.5 billion under management, is seeking to appoint an additional fixed income fund manager in London to work with a small close-knit international team. The successful candidate's responsibilities would include:

- Day to day management of specific portfolios, investing in a wide range of European and US fixed income security markets.
- Liaising with clients on all portfolio matters including reporting on performance.
- Significant contribution to the development of investment strategy and long term investment planning as part of a global portfolio management team.

We are looking for a graduate with a minimum of five years fund management experience with demonstrable knowledge of fixed income and derivative markets, and offer a highly competitive compensation and benefits package commensurate with your experience.

Please provide full career and salary details to John Townley, CIGNA International Investment Advisors Ltd., Park House, 16 Finsbury Circus, London EC2M 7AX.

Fixed Income Fund Manager

CIGNA

South African and Sub-Saharan Investment Banking

The Bank is a market leader in this field, with an excellent transaction record, primarily in structured finance and derivatives in countries such as Ghana, Kenya, Zimbabwe, Angola and Zambia. This is a new position in a small, dedicated and highly successful team focusing on an exciting growth business.

THE ROLE

- To focus primarily on South Africa but also work closely with the head of the team on further expanding the existing Sub-Saharan client franchise.
- To market the bank's strength in structured finance and derivatives to Central Banks, Government ministries, the ANC and the private sector.
- To travel extensively to South Africa and lead all aspects of bringing transactions to launch, playing an influential role in both structuring and executing deals.

THE QUALIFICATIONS

- Minimum of 5 years' experience in a top tier investment bank, with proven transaction management skills and a track record in structured finance and derivatives.
- A real interest in the emerging markets of the Sub-Saharan, preferably with experience of marketing and handling transactions in the region.
- Stature and credibility to market the bank's capability to top level management in both the public and private sector. The flexibility to work both independently and as part of a team, and the tenacity and energy to succeed in a highly-competitive culture.

Leeds 0632 307774
London 071 493 1238
Manchester 061 499 1700

Selector Europe
Spencer Stuart

Please reply with full details to:
Selector Europe, Ref. FT/0404/94,
14 Cornhill Place,
London EC2A 4PU

CJA RECRUITMENT CONSULTANTS GROUP
2 London Wall Buildings, London Wall, London EC2M 5PP
Tel: 071-588 3588 or 071-588 3576
Fax No. 071-256 8501

MAJOR EUROPEAN BANK WITH GLOBAL PRESENCE
Our client's business in London is expanding rapidly and the specialised financing team has established an enviable reputation for the range of innovative deals they have completed throughout the world.



SPECIALISED FINANCING

CITY

£25,000-£35,000 + BONUS
This is an excellent career opportunity for a bright, adaptable credit trained graduate with 2-3 years' banking experience, marketing and negotiating international transactions. Experience in trade and commodity finance is not required as the Bank will train. There will be the opportunity to focus on structured deals and to assume personal responsibility for conducting negotiations with clients at a senior level. There are excellent career prospects within the world-wide branch network.
Reference SF4964/FT



CREDIT ANALYST

CITY

£25,000-£30,000 + BONUS
The Credit Analyst is dedicated to the specialised financing team and in addition to preparing the financial information will work closely with the account officers in preparing the proposals and will visit clients and look beyond the balance sheets in providing a broader commercial view. Candidates should be graduate calibre, preferably US credit trained with 2-4 years' international credit experience and ideally trade and commodity finance experience. PC skills are essential. There is scope to progress to account officer in 12-18 months. Reference CA4965/FT
Applications in strict confidence quoting the appropriate reference to the Managing Director, CJA.

INTERNATIONAL BOND MANAGER

Highly competitive salary + bonus + car + benefits

Murray Johnstone Limited is one of Scotland's leading investment management groups, currently managing assets of around £5 billion. Our wide range of products include Investment Trusts, Unit Trusts, Pension Funds, Venture Capital and Private Clients.

you will have had at least five years experience of managing portfolios, and should be able to demonstrate a strong track record. Experience of working with sophisticated financial instruments will be distinctly advantageous. It is unlikely that anyone aged under 30 will have the necessary experience to fulfil this demanding role.

We are seeking an experienced International Bond Manager to join our expanding Treasury team in Glasgow. Your core responsibility will be the management of bond portfolios with particular emphasis on our international investments which are growing impressively. You will also be expected to take an active part in strategy formulation and be skilled in making presentations.

This is a senior position and the salary and benefits are commensurate with this. Relocation assistance will be provided where appropriate.

Please write, giving brief but comprehensive details to Chris Jackson, Director - Corporate Services, Murray Johnstone Limited, 7 West Nile Street, Glasgow G1 2PX.

A member of IMRO.



Educated to degree level and professionally qualified.

FUTURES & OPTIONS SALES

- Two Senior Brokerage positions for experienced individuals covering Exchange Traded Options and Futures & Options
- The ideal candidate for the Exchange Traded Options position will have a minimum of three years relevant experience, some knowledge of OTC Options and client contacts.
- The ideal candidate for the Futures & Options Sales role will have a minimum of three years experience of the Fixed Income Markets with emphasis on European Government Bonds, Repos and Basis Trading. You will have experience of Derivatives and be able to provide professional fundamental strategic advice.
- These two positions will be based in the London office for the established and expanding International Futures & Options arm of a leading Bank with an office network covering the major Exchanges in Europe, the Far East and North America.
- Our Client has a total commitment to the further development of their considerable Exchange Traded Futures & Options business and to creating additional value added for their Institutional Client base within the Capital Markets area. The salaries for these positions are fully competitive with market rates and offer good bonus incentives.

Interested individuals with the relevant skills should contact Oliver Wells enclosing a full CV to the address below.

Michelangelo Associates, International Search and Selection,
36 Whitefriars Street, London EC4Y 8BH. Tel: 071 936 2857, Fax: 071-583 6531

Michelangelo

Foreign Colonial

PORTFOLIO MANAGER GERMAN EQUITIES

The Foreign & Colonial group is a leading and well-established investment house with funds under management in excess of £10bn. As a result of further expansion, we are looking to recruit a talented individual to join our continental European team. The individual will focus on the management of our German equity portfolios which have grown significantly of late due to the success of Foreign & Colonial's joint venture with Bayerische Hypotheken- und Wechsel-Bank.

Responsibilities will include:

- Analytical monitoring and preparation of reports on our German holdings, with a particular emphasis on the smaller capitalisation companies, as well as searching for new investment ideas.
- Assisting the senior German equity portfolio manager in the day to day management of all the German equity portfolios.
- Presenting and reporting directly to clients, both in the UK and Germany, on the German equity portfolios.
- Providing general assistance to the work effort of the European team and in-part on Germany.

The successful candidate will speak and write fluently both in English and German, is expected to have a university degree or some other professional qualification and would have preferably some experience of the German equity market either as an investment analyst or portfolio manager. Competitive package and benefits. Please apply in writing with an accompanying c.v. to:

Ms. Lynne P.A. Bishop, Head of Personnel,
Foreign & Colonial Management Limited,
Exchange House, Primrose Street,
London EC2A 2NY

PORTFOLIO MANAGER

Southeastern company needs in-house executive to evaluate and interface with numerous money managers. Experience required in national/international money markets, equities and fixed income securities. Will be responsible for implementing investment policies for growing private portfolio.

Send resume to:

A Davis,
PO Box 530710,
Birmingham,
AL 35253 U.S.A.

SALES ASSISTANT

Intelligent and flexible Sales Assistant required for small dynamic West-End Financial Broker to provide full sales desk administrative duties. Equity Ops experience and Computer literacy preferred. Non smoker. Salary Negotiable.

Kindly fax CV to:
Martin Stockman 071 491 2367

EUROPEAN FINANCIAL MANAGER
Resp. for financial reporting, MIS, Treasury & Tax affairs for US company's German subsidiaries. Fluent English/German. US GAAP. Pays 145,000 DM + 10% bonus. CV to 15840 Ventura Blvd., #638, Encino, CA 91436 or FAX 818-861-6505.

JOIN THE MAJOR NEW FORCE IN PENSION FUND MANAGEMENT

DIRECTOR OF SECURITIES

ESN Pension Management Group, one of the UK's largest investment management organisations, wishes to appoint a Director of Securities to assume overall responsibility for its £12 billion plus portfolio of securities.

Since becoming an independent fund management house in 1991 following the privatisation of the electricity industry in England and Wales, ESN has continued to deliver a highly creditable, competitive investment performance against benchmarks and is expanding its prestigious client base.

Now, with the promotion of the former Director of Securities to take over from Michael Cannan as Chief Executive, ESN is looking for an outstanding investment professional to lead a team of divisional directors, senior fund managers, fund managers and analysts investing in securities markets across the world. Using quantitative investment techniques and backed by highly sophisticated computer systems, ESN's active management style has been a major factor in the success of its funds.

The successful candidate will be expected to lead from the front - supervising the investment team as well as liaising directly with clients on performance reporting and other key issues.

Salary, performance-related bonus and other benefits have been set to attract top quality candidates to this high profile post.

In the first instance, please write to Michael Cannan, ESN Pension Management Group Limited, 110 Buckingham Palace Road, London SW1W 9SL.



HEAD OF STRUCTURED FINANCE IFSC DUBLIN

The Rabobank Group, a co-operative banking organisation in the Netherlands employing over 39,000 people in Holland and in its 50 international offices, has gross assets of Dfl253bn. The Group is AAA rated and is among the top 50 banks in the world in asset terms. With leasing and insurance subsidiaries already operating in the IFSC, the Group now wishes to broaden its activities and is in the process of establishing a presence to carry out lending, treasury, investment management and structured finance activities. These activities will have an international focus and will be managed and developed by a small team of highly motivated and commercially oriented professionals working closely together in a challenging and dynamic environment. We have been retained to recruit the Head of Structured Finance.

Reporting to the General Manager and working closely with the Corporate Finance Department in head office, the successful candidate will be responsible for building a small team of professionals and developing the Structured Finance function based in the I.F.S.C. The Head of Structured Finance will be deal-driven and will market the I.F.S.C. to Rabobank's expanding network of international customers concentrating initially on asset, receivables, off balance sheet and tax based financing structures. The successful candidate will also be responsible for developing new tax based products and structures.

Candidates, aged in their thirties, should have a suitable professional third level qualification and should have gained a number of years' experience in an internationally focused financial services environment. They should be able to demonstrate the

ability to develop, market and close innovative international financing structures and should have an appreciation of international tax regulations as they effect investments in the I.F.S.C. Candidates should be creative thinkers and should have initiative, good judgement and well-developed interpersonal skills.

This is a senior management position and offers excellent career prospects within the Rabobank Group. An attractive and comprehensive remuneration package commensurate with the responsibilities of this position will apply.

Applicants should send full personal, career and salary details, including a daytime contact number, to: Ian Barnett, KPMG Management Consulting, Russell Court, Stokes Place, St. Stephen's Green, Dublin 2, Ireland. Fax. no. 353-1-708 1888, quoting Reference Number 4865.

KPMG Management Consulting

DIRECTOR OF OPERATIONS

Major European Bank City Based



Michael Page City

International Recruitment Consultants
London Paris Amsterdam Düsseldorf Sydney

Our client is one of Europe's leading integrated investment banks with a major presence in Treasury, Equity and Capital Markets. They currently seek an outstanding operations professional from an international investment banking background to lead their development over the next decade.

Leading a substantial operations and settlements function, key responsibilities will be:

- To be a key player in the senior management team instrumental in the re-engineering and ongoing development of the function.
- To be innovative in optimising resource both in terms of staff and technology, so as to best serve the needs of the business and its customers.
- To provide the highest standard of management and leadership to the global settlements activities of the bank across all product areas and to develop the function into a market leader in its capacity to provide top quality support for all business areas.
- To ensure robust controls are maintained over core accounting records and payment systems.

The qualifications for this key Director level appointment will be:

- Comprehensive experience of settlements functions for the full range of instruments traded.
- A track record of achievement in a leading senior management role with experience of managing change and team building.
- Outstanding interpersonal and presentation skills, with immediate impact and a highly professional approach.
- Strong academic background with a high degree of mathematical and financial literacy to fully understand sophisticated products and relevant financial controls and reporting.

The salary indicator is in excess of £100,000 plus an outstanding benefits package and will not be a limiting factor for the right individual. It is unlikely anyone currently earning less than £80,000 basic salary would have sufficient experience.

In the first instance, please write, enclosing a comprehensive curriculum vitae and current remuneration details to Jonathan Williams, Director, Michael Page City, Page House 39-41 Parker Street, London WC2B 5LH.

All applications will be treated in absolute confidence.

Compliance Officer Fund Management

Our client is a powerful, global investment manager with offices in the world's key financial centres. It currently manages over US \$30 billion of funds for a wide range of both retail and institutional clients. With the growing polarisation of the fund management industry between global providers and small niche players, our client is uniquely positioned as a multi-market, multi-product business able to deliver tailored investment solutions.

An outstanding opportunity has arisen for a Compliance Officer, preferably with a legal background, to join the Compliance team. The role will include: developing and documenting compliance procedures, ensuring the continuing education of staff in the practical implementation of regulation; providing advice and guidance on regulatory issues to all business areas and liaising with the regulatory authorities.

Applicants will ideally have a legal qualification and as such will be able to provide legal advice on many compliance related issues. They must have a good knowledge of unit trusts and fund management. Added to this is hands-on experience of the rules and regulations of IMRO and the SIB. As important however is the ability to look at regulation from a global perspective.

The successful candidate will have had some experience of working in a commercial environment. They should have the requisite status, authority and personality for this senior position.

Interested applicants should contact Anna Williams, at Michael Page City, Page House, 39-41 Parker Street, London, WC2B 5LH, quoting reference 186225, or alternatively telephone her on 071 831 2000 for an initial discussion.



Michael Page City

International Recruitment Consultants
London Paris Amsterdam Düsseldorf Sydney

COMPLIANCE OFFICER

A challenging role of influence and impact
Chester

At Marks and Spencer Financial Services, we are in the process of preparing the launch of a new Life and Pensions Company in 1995.

As part of an exceptionally exciting and demanding period of development, we are looking for an experienced compliance expert, with a background in life assurance. Ideally you will already be experienced in the design and implementation of compliance systems. We are a company that thrives on finding new ways to provide the highest quality of service, you will therefore be required to use your knowledge of compliance to bring about the most effective solutions that meet the regulatory requirements. This will involve liaising with all departments in the business. It will be up to you to contribute active, creative and realistic ideas to this crucial area of business. Therefore, as well as being our "resident expert", you

must be an entrepreneurial individual who communicates well at all levels as this post will include advising the Board. Making the best use of your analytical and persuasive skills, you will be a fundamental part of the overall team. Based in Chester, you will be involved in a certain amount of national travel.

In return for your commitment, we will provide you with an excellent salary (depending on experience) and a generous package including company car, non-contributory pension scheme, service related profit sharing, share option, store discounts and relocation expenses, where appropriate.

To apply, please telephone 0244 666982 quoting reference PFT722 for an information pack. The closing date for returned applications is Friday, 6th May 1994. We are an equal opportunities employer.

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CJA RECRUITMENT CONSULTANTS GROUP
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HUMAN RESOURCES MANAGER FINANCIAL SECTOR

CITY

UK ARM OF ONE OF THE WORLD'S PRINCIPAL INTERNATIONAL BANKS

We invite applications from graduates who are IPM qualified, aged 30+, who must have had 7-8 years broad ranging generalist personnel experience of which at least 4 must have been in the financial sector. This City experience will have given you exposure to, and credibility at all levels, and it is essential that you have implemented and used the latest HR techniques including computerised personnel and sophisticated performance management and appraisal systems. Reporting to, and in his absence deputising for, the Head of HR, you will control a dedicated team of HR professionals and have wide responsibilities including: designing, developing and introducing computerised management reporting and control systems; establishing appropriate policies and procedures covering all HR activities, as well as the day to day management of recruitment, training and management development. In addition, you will have the opportunity to establish a number of key initiatives, including graduate recruitment. Essential personal attributes are to be target and results orientated, computer literate, to enjoy working in a highly pressured environment and to be commercial. Applications in strict confidence, quoting ref. HRM25365/FT, will be forwarded to our client unless you list companies to which they should not be sent in a covering letter marked for the attention of the Security Manager, CJA. Closing date for replies 6th May 1994. Shortlisted candidates will be notified by 16th May 1994.

EXCEPTIONAL CAREER OPPORTUNITY

INVESTMENT ADVISOR

There is an immediate need for a qualified finance professional to fill the key position of Investment Advisor in the Treasury Department in the corporate headquarters in Riyadh. The successful candidate will join a completely integrated global petrochemical company producing and marketing petrochemicals, plastics, and fertilizer, with associated operations in energy-intensive metal processing.

THE POSITION

The successful candidate will assist senior management in managing the company's investment portfolio and investing excess cash resources and acting as a company wide resource on financial issues. He will play a high-profile role on the corporate management team, influencing financial decisions and strategic business plans.

THE REQUIREMENTS

- At least ten years of commercial or industrial experience gained in a medium to large industrial enterprise or an investment-banking concern.
- At least a Bachelor's Degree in Finance or Business Administration from a US/European university. MBA preferable.
- Good interpersonal and group process skills and the ability to communicate at all levels of management.
- An energetic, mature and positive individual with stature and credibility, with integrity, toughness of character and initiative.

THE OFFER

This unique opportunity offers the successful candidate an excellent, tax free remuneration package, including a generous basic salary and allowances for dependents education, housing, transportation, life and health insurance, home leave and relocation. Salary is commensurate with experience and qualifications.

WHAT TO DO

Please send detailed resume with a recent photograph to:

Director of Manpower and Training, Saudi Basic Industries Corporation, PO Box 5101, Riyadh 11422, Kingdom of Saudi Arabia

Marketing to the Middle East

International Private Banking Excellent package plus bonus London based

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The Bank is taking a uniquely creative approach to the successful expansion of its International Private Banking business. Recognising the increasing sophistication and needs of high net worth individuals the Bank now seeks two talented marketing officers with creative product knowledge well beyond that of the traditional Private Banker, to complement the existing team. The roles and skills set are:

VICE PRESIDENT RELATIONSHIP MANAGER, SAUDI ARABIA TEAM

- High calibre individual with outstanding maturity, interpersonal skills, management ability and detailed knowledge of Saudi Arabian environment, ideally having lived there. Experience of other parts of the Middle East also desirable.

- A minimum of 10 years experience of marketing a diverse range of products to the Middle East - in addition to "traditional" Private Banking & Investment Management.

- Strong credit background and thorough familiarity with the corporate environment in Saudi Arabia, not only the individual market. Experience in the US banking environment coupled with an MBA.

MIDDLE EAST TEAM, GENERALIST ASSOCIATE, OWNER-MANAGED BUSINESS FOCUS

- Outstanding recent/current MBA to act as generalist Associate within Middle Eastern team. Must possess excellent academic qualifications with strong quantitative skills coupled with fluent Arabic. Thorough familiarity with Middle East culture and business practice is essential.

- Initial focus will be to market to the owner-managed business sector in Middle East. Desired candidate must therefore possess detailed knowledge of entrepreneurial environment, ideally from working in the sector.

- Self-starter, flexible, committed, excellent interpersonal skills and marketing ability.

Interested candidates should write to Niall Macnaughton at BBM Associates Ltd (Consultants in Recruitment) enclosing a full Curriculum Vitae which should include contact telephone numbers. All applications will be treated in the strictest confidence.

76, Watling Street,
London EC4M 9BJ



Tel: 071-248 3653
Fax: 071-248 2814

Global Investment Bank Australian Equity Sales

Our client is a major Global Investment Bank with a reputation for leading the market in innovation and commitment to Australian equities, bonds and derivative products. The London-based team seeks to hire a senior Australian equity salesman to augment the strength of the team in this specialism.

The ideal candidate will be a graduate in his/her late twenties or early thirties, with a minimum of five years Australian equity sales experience to an established UK and

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He/she will need to possess a thorough understanding of associated derivative products and have experience of cross-border equity and debt transactions. The ability to display prior success in product development, client marketing and business strategy would be advantageous.

The rewards for this exacting role will include a highly competitive basic salary, performance-related bonus - and a comprehensive range of banking benefits.

Interested candidates should write to Annabella Humphreys at BBM Associates Ltd at the address below enclosing a detailed curriculum vitae. All applications will be treated in the strictest confidence.

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London EC4M 9BJ



Tel: 071-248 3653
Fax: 071-248 2814

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Tel: 071-583 3588 or 071-583 3576
Fax No. 071-256 8501

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Our client has an established reputation in the international securitisation market and a strong record in closing diverse and complex structured transactions. To strengthen this active area at a senior level they seek an individual with the experience to structure, market and close a wide range of transactions, primarily in the UK and Europe but also on a global basis. The successful candidate will have 5-6 years' financial experience, with 2-3 years' experience in a relevant area, giving a good transaction record and a knowledge of European securitisation, corporate tax, accounting and legal issues and an understanding of capital market products and derivatives. The ability to market to clients at Board level, to negotiate on pricing and to structure and complete transactions is essential. Initial remuneration is negotiable £40,000-£55,000 + Bonus and full benefits package. Applications in strict confidence under reference ASS4962/FT to the Managing Director, CJA.

FT/LES ECHOS

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THE COMPANY

- Blue chip American Investment Bank with formidable worldwide network.
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THE POSITION

- Co-ordinate and distribute equity issues with particular emphasis on Far East.
- Key player in development of global distribution team.

- Top level liaison with syndications teams of leading city institutions. Create strong links across bank's network.

QUALIFICATIONS

- Experienced equity syndicate professional with leading investment house. Wide knowledge of equity capital markets products. Graduate preferred. Probably over 30 years old.
- Demonstrable record of success. Ambitious with proven selling skills.
- First class communicator. Committed, highly motivated, enthusiastic team player.

Please send full cv, stating salary, Ref N1510 NBS, 54 Jermyn Street, London SW1Y 6LX



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New role in expanding private client department of highly regarded investment house.

THE COMPANY

- Dunedin Fund Managers is a successful, profitable and growing global investment management group.
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- Committed to further expansion and development of private client portfolio management services.

THE POSITION

- Assist in management, development and administration of client portfolios.
- Contribute to analysis and structure of investment proposals for clients.

- Run own portfolios independently in due course.

QUALIFICATIONS

- Graduate calibre, aged 25-35. Bright, numerate with good interpersonal skills.
- Probably ILMR or SI Dip with 2-3 years' investment experience.
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Please send full cv, stating salary, Ref EN1500 NBS, 18 Rutland Square, Edinburgh, EH1 2BH.



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Providence Capital Portfolio Managers, the investment arm of the group, has a stable, committed team of investment professionals and has delivered superior investment performance for its clients over several years.

We wish to make a senior appointment of General Manager to head up day to day non portfolio management operations of the company. Reporting to you will be the administrative, research and compliance functions. In addition you will take responsibility for office and business management activities.

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You will need to be able to demonstrate a successful track record in a combination of administration, people management, and business management in a financial services environment.

We wish to add to our team of investment professionals an established and successful Global Managed Fund Portfolio Manager. You will have managed money with a global brief for at least three years and will have a wide knowledge of international markets.

PORTFOLIO MANAGEMENT

Each member of our team is self-motivated, energetic, committed to standards of investment excellence and ambitious for top fund performance for our clients.

Due to expansion of our activities to embrace hedge fund management we wish to recruit a Compliance Officer with specialist knowledge of IMRO and SFA regulatory regimes.

IMRO/SFA COMPLIANCE

You will already be performing the task of IMRO/SFA Compliance and be able to demonstrate mastery of the rulebooks, procedural and monitoring activities surrounding the function.



We are offering a competitive remuneration package including a performance related bonus, company car and other fringe benefits.

To apply for any of the above positions please write, enclosing a full CV, to:

Kevin Carter, Group Investment Director, Providence Capital Portfolio Managers Limited, 2 Bartley Way, Hook, Basingstoke, Hampshire RG27 9XA

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SENIOR ANALYSTS - STRUCTURED FINANCE GROUP

Moody's Investors Service, the global credit rating agency, has built a world-wide reputation for its credit analysis. Moody's provides investors with rating opinions on the relative creditworthiness of banks, governments, corporations and other entities.

The Structured Finance Group analyses the creditworthiness of debt obligations secured on financial assets. This includes cash flow, documentation and legal analysis.

Moody's London office is currently recruiting two senior analysts to fill positions created by its continuing international expansion. These senior appointments have individual accountability. The position involves liaising with issuers, carrying out detailed analysis of asset-backed and other structured transactions in order to identify and quantify the risk of the collateral and structure, and producing analytical reports for publication.

Ideal candidates would have a minimum of 4 years direct experience of asset-backed securitisation.

Please reply in writing to Lesley Smith, Moody's Investors Service Ltd,

51 Eastcheap, London EC3M 1LB

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Moody's London office is currently recruiting three European nationals to fill new posts created by its continuing international expansion.

SENIOR ANALYSTS(2) - FINANCIAL INSTITUTIONS GROUP

The position involves analysing and managing a portfolio of Eastern European bank credits, producing research reports for publication, carrying out in-depth financial and bank system analysis, and managing investors' inquiries.

Candidates should have a minimum of 6 years direct experience in bank analysis; a strong sovereign economic analysis background would be an advantage. Fluency in English and one or two Eastern European languages is a requirement.

RESEARCH ASSOCIATE - FINANCIAL INSTITUTIONS GROUP

This position provides support to the Financial Institutions Group, and involves undertaking detailed background research and quantitative analysis. Moody's is seeking a numerate graduate with an interest in financial markets, and at least one year of professional experience. PC skills, including knowledge of spreadsheets and databases, the ability to write macros in Excel or Lotus, and an Eastern European language are required.

Application, including either a curriculum vitae or standard application form, should be made in writing to Janet Unwin at the following address:

51 Eastcheap, London EC3M 1LB

SWITZERLAND

THE BANK FOR INTERNATIONAL SETTLEMENTS

an international institution located in Basle with approximately 450 members of staff from 24 countries

has an opening for a

FIXED INCOME RESEARCH ANALYST

in the Treasury Division of its Banking Department

The successful candidate will be aged between 22 and 28 with a university degree (ideally in mathematics, physics or statistics). Computer literacy (esp. Word/Excel) and fluency in spoken and written English are essential. Preference will be given to candidates with experience in financial models and databases.

The Bank offers attractive conditions of employment in an international atmosphere and excellent welfare benefits.

Recruitment will be on the basis of an initial two-year contract.

Candidates should send their application, together with a recent photograph and references, to the Personnel Section, Bank for International Settlements, 4002 Basle, Switzerland, quoting Reference No. 94190.

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Your work experience will be related to the management or establishment of one or more distribution channels with demonstrated success and increasing responsibility. You are likely to be employed as a management consultant or as channels manager, franchise manager, general manager or sales manager for a market leader in industries such as:

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You will have an Honours degree in economics, marketing, commerce, law, engineering or a similar analytical discipline which may already be augmented with an M.B.A.

Your written and verbal expression must be outstanding and you must be competent in financial analysis. A second European language would be advantageous.

If you fit our requirements and have the integrity, drive and interpersonal skills to succeed in a vigorous firm, send your written application to David Archer, Managing Director.



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RECRUITMENT CONSULTANT - HONG KONG

O'Neill Associates is a recently established Hong Kong-based recruitment consultancy, specialising in the financial derivatives industry in the Asia-Pacific region. We are a strongly client-focused firm, and now seek another professional to join us as our business expands.

You will ideally have a minimum of 5 years experience in recruitment, preferably gained in the financial services arena. Part of your experience may have been gained by working in the financial markets yourself. Your communication skills will be excellent, and you will be actively involved in developing relationships, both with our existing client base, and with new clients throughout this diverse region. Probably qualified to tertiary level, your professionalism will earn you the trust of clients and candidates alike, in keeping with the sensitive nature of the business.

This is an exciting opportunity to join an expanding business in the world's fastest-growing economic region. Please apply in confidence by phone to Harry O'Neill on (852) 536-0100, or in writing either by fax to (852) 537-1011 or to the address below.

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BUSINESS ANALYST

London

LOVELL WHITE DURRANT

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Lovell White Durrant is a leading international law firm based in the City of London providing a broad range of corporate services to UK and foreign-owned multinationals. The marketing of our services is a demanding and rapidly developing field. The role of Business Analyst offers a real opportunity to make a substantial impact on the business.

As a member of the marketing team in this stimulating and varied position you will be responsible for presenting up to date and comprehensive information and analysis regarding current and potential clients, including recent press comment, financial results and economic and political factors which may affect their business levels. This analysis will be used as an invaluable tool in supporting our day to day marketing efforts and strategic planning.

The successful candidate will need to be committed and flexible in order to fulfil this intellectually challenging role. Having graduated in economics, finance or a similar field, you will have three to four years' work experience in a City or consultancy environment. You will have strong organisational skills, an ability to work autonomously and possess good communication skills, both written and oral. A sound understanding of finance and a genuine interest in business issues, along with a diplomatic personality, are essential. An MBA qualification would be an advantage.

The excellent salary and benefits package includes Profit-Related Pay and private medical insurance.

If you are interested in applying for this vacancy please write, enclosing a CV and indicating your salary expectations, to Jean Young, Personnel Manager, Lovell White Durrant, 65 Holborn Viaduct, London EC1A 2DY.

Closing date for applications: 5th May 1994.

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ECONOMIST Fund Management

A small-team environment where your strategic recommendations will have an immediate impact

Attractive package - City based

Our client - the investment management arm of a major financial services group - operates a small team of specialist Economists/Strategists. Reporting directly to the Chief Investment Officer they are responsible for carrying out research on the major equity and fixed income markets as well as making recommendations on asset allocation.

In a culture that is receptive to new ideas and fosters rapid decision-making, an opportunity now exists for a high-calibre Economist to play a major role in this team. The prime focus will be on UK and European markets and the emphasis is very much on the realities of immediate needs as well as the theories of the long-term view. Consequently, the impact on investment strategy and policy will be considerable.

Our client is seeking a graduate Economist (ideally with a post-graduate qualification)

who has at least four years' relevant research and analysis experience with an investment management concern. However, if you have the right blend of personality and commercial acumen our client will consider a background in other sectors. You will be encouraged to develop and propose new strategic approaches, convince Fund Managers of the worth of these initiatives and so add value to the business. Strong influencing, communication and presentation skills are therefore essential. In return, you can anticipate not only an excellent rewards package but also a future of exceptional promise and scope.

Please write, with your cv, stating any company to which your application should not be sent, to: Alastair Lyon, Confidential Reply Handling Service, Ref: 871, Associates in Advertising, 5 St John's Lane, London EC1M 4BH.

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NEWTON

CLIENT SERVICES EXECUTIVE
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The ideal candidate is likely to be a graduate working in a similar position within the investment management industry or with an adviser to pension fund trustees. The specific skills and experience we are seeking are:

- the confidence to deal at the highest levels
- excellent communication and presentation skills
- proven organisational and administrative ability
- broad knowledge of financial markets.

If you are interested in this position, please write enclosing a full curriculum vitae and stating your current salary, to:

Colin D Campbell, Personnel Director, Newton Investment Management Limited, 71 Queen Victoria Street, London EC4V 4DR

Senior Product Manager

To £50,000 + Bonus

Brussels

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A strategic role of this nature will require a graduate, preferably with an MBA or accounting qualifications, with approximately 5 years industry exposure and product knowledge. It is likely that this person will currently be working for a global custodian and have experience in either product management, operations or a network management function. Fluency in a second language would be advantageous.

The successful applicant who will have excellent verbal and written communication skills along with the poise and ability to communicate with staff and clients at all levels, will be:

- Experienced in the custody industry with emphasis on portfolio servicing including:

- Corporate actions and income processing and reporting.
- Securities and position management.
- Enhanced reporting.

- Familiar with key players in the international securities industry.

- A proven performer in the field of project management.

The position offers excellent career potential within the firm's international network. In addition to a basic salary the package will include a performance related bonus and the full range of benefits.

Interested candidates should write to our consultant, George Corbett, enclosing a full Curriculum Vitae, at BBM Associates Ltd., 76 Watling Street, London EC4M 9BJ. All applications will be treated in the strictest confidence.

JPMorgan

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The successful applicant will have proven experience of covering European and international economic affairs. This key appointment will suit a senior journalist or an economist with proven writing skills. Responsibilities will include editing a weekly two-page economics section, writing for all departments of the newspaper and expanding The European's coverage of economics.

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The successful applicants will have wide experience of covering European business, finance and economic affairs, gained on national newspapers or an international wire agency. These are challenging roles for ambitious writers who will be able to contribute to all departments of the newspaper.

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Please apply in writing enclosing a full CV to:

Herbert Pearson, Editor, The European Ltd., 6 New Fetter Lane, London EC4A 1AP.

The European will be moving shortly to the TTN building at 200 Gray's Inn Road, Holborn, London where the above positions will be based.

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Tel: 071 600 2862 Fax: 071 726 4290

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If you are interested in joining us and meet our criteria, please send your curriculum vitae, including present remuneration details and contact telephone numbers, for receipt by Wednesday 18 May to:

Sarah Barber
Personnel Department
Lazard Brothers & Co., Limited
21 Moorfields, London EC2P 2HT

ECONOMIST

£35-£40k plus car & substantial benefits package

South of England

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This is a new post calling for a professional with a successful career record in international economics with a capital II. Your brief will be wide ranging across the Group and will include the assessment and evaluation of influences that historic economic factors have on our client's market place. With the ability to analyse cause and predict effect of current and future political, economic and competitive issues on market performance.

We expect you to be strongly creative too ... by identifying emerging global

and UK trends which present the Group with new product opportunities or enable them to deal with potential threats; by recommending any course of action that will influence and enhance the Group's corporate plan.

An initial priority will be to identify, gain acceptance for and implement any new systems development capable of improving the accuracy and timeliness of predictions and reporting procedures.

The benefits package reflects the strategic importance of this position and includes generous holiday concessions, together with contributory health care and pension scheme.

Please write in confidence enclosing your cv to: Recruitment Division, GSEA, 31 St Leonards Road, Eastbourne, East Sussex BN21 4SE, marking the envelope Post No. 6180.

Closing date: Wednesday 4th May

G S E A
RECRUITMENT

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CITY

COMPETITIVE SALARY + BONUS
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MAJOR INTERNATIONAL BANK

For this vacancy, caused by expansion, we invite applications from graduates, aged 28-35, with a minimum of 6 years' banking experience, including credit, and most recently 2-3 years in Project Finance with an institution noted for its proven track record in this area. As the selected candidate, you will be part of a small, highly successful and professional team, working on an extensive range of projects in fields such as energy, infrastructure etc. Essential qualities are the ability to put together sound and creative project finance arrangements and to be able to communicate effectively at all levels.

Applications in strict confidence, quoting ref. MPF25364/FT, will be forwarded to our client unless you list companies to which they should not be sent in a covering letter marked for the attention of the Security Manager: CJRA.

Closing date for replies 6th May 1994. Shortlisted candidates will be notified by 16th May 1994

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BRIDGE,
LONDON SE1 9HL

50:1 ان الامل



Complaints Officer Supervision

The Supervision Division within the Securities and Investments Board (SIB) aims to ensure that the Recognised Bodies (RBs) provide a high standard of investor protection. SIB wishes to appoint a Complaints Officer who will be responsible for handling all complaints received by SIB about the RBs or their member firms. Reporting directly to the Head of Supervision the role will include:

- Handling and dealing with all correspondence.
- Informing and liaising with the relevant department within Supervision.
- Forwarding complaints against firms to the relevant RBs; liaising with them on follow up issues.
- Preparing reports for the Head of Supervision on the number/types of complaints handled; and on the trends or issues arising which raise supervision or policy issues.

• Handling complaints against RBs with the advice of the relevant department.

Applicants should be degree educated with excellent analytical and communication skills. Some regulatory experience would be preferable, as would investigative abilities.

Tactfulness and diplomacy will be essential in dealing with both complainants and RBs. Above all the successful applicant must be able to work independently and deal with many issues at the same time.

Interested applicants should contact Anna Williams for an information pack at Michael Page City, Page House, 39-41 Parker Street, London, WC2B 5LH, or alternatively telephone her on 071 831 2000.

Closing date 29th April, 1994.

Michael Page City
International Recruitment Consultants
London Paris Amsterdam Düsseldorf Sydney



IMRO Supervision

The IMRO Supervision department within the Securities and Investments Board (SIB) is responsible for ensuring that IMRO provides a high standard of regulation and investor protection. They wish to recruit a senior team member to join a project team examining certain aspects of IMRO activities.

Specifically the brief will be to conduct projects which develop an in-depth understanding of IMRO - the organisation, its regulatory philosophy, procedures and practices and to assist IMRO in improving its standards.

It will also include promoting relationships with staff at IMRO (including liaison with all levels of IMRO staff) and assisting the Project Leader in determining ideas and priorities for future projects, exchanging information about SRO standards with other

SIB staff, and keeping the department informed about developments within IMRO.

Applicants are likely to be degree educated and will have at least five years post qualification experience of the fund management sector. They may be currently in an internal audit or compliance role.

Likewise, excellent communications skills are a key element of this role. Business skills including the use of analytical techniques, the ability to document systems and project management would be useful. Personal attributes include confidence, maturity, clear mindedness and the desire to be a team player.

Interested applicants should in the first instance contact Anna Williams, for an information pack at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Telephone 071 831 2000. Closing date 5th May 1994.

Michael Page City
International Recruitment Consultants
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CREDIT

High Profile Financial Analysts From £30,000 - £70,000 + Bonus & Benefits

We require formally trained credit analysts and risk analysts aged 25-35. You must be a graduate with formal credit training. Our bank clients are all top tier American and European institutions requiring quality analysis of banks and/or corporates domiciled in Northern/Southern Europe, Scandinavia, Middle East and Africa. Please send your c.v detailing your experience to date including the nature of work undertaken, i.e. bank, NBFI, corporate analysis together with details of product units supported. Language skills required include French, German, Italian, Spanish and Scandinavian.

Please send c.v.s to Ron Bradley

Jonathan Wren & Co. Limited, Financial Recruitment Consultants
No. 1 New Street, London EC2M 4TP Telephone 071-623 1266 Facsimile 071-626 5259

JONATHAN WREN EXECUTIVE

FIXED INCOME FUND MANAGER

An excellent opportunity has arisen for someone to develop their multi-currency fixed interest expertise within a specialist unit. The company concerned is of medium size, situated in the City, and is acting as managing agents for a number of mutual insurance companies.

The ideal candidate will be a graduate with a minimum of three years' relevant fund management experience and should possess good presentation and communication skills. Please apply, enclosing a copy of your CV, to:

Box B2392, Financial Times,
One Southwark Bridge, London SE1 9HL

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banking recruitment consultants

A.M. Structured Finance

£235,000
Specially experienced Structured Finance sought by a major City based International Bank with a view to expanding its involvement in structured type transactions. Appropriate candidates would be well versed in risk analysis, cashflow modelling and secured lending principles allied with strong marketing skills. Regular foreign travel will be required.

UK Marketing Officer

£235,000
Several years' experience of marketing all commercial banking products to large (Top 250) UK Corporates, coupled with a Credit background are required by this International Bank, for an Assistant Manager position. The successful candidate aged 25-35, will be responsible for an active portfolio of clients.

Assistant Portfolio Manager

£30 - 35,000
Premier Investment Management company seeks an experienced (at least two years) Assistant Fund Manager. Reporting directly to the Chairman, the role involves assisting in the management of the bond funds and selective client portfolios. Applicants need to be degree educated with both bonds and equities experience. Excellent opportunity in a prestigious role.

Manager, Client Services

£25,000
Blue Chip Investment Bank currently seeks a degree educated individual aged 24-30 with 3-5 years' similar experience from an Investment Management or Stockbroking background. The successful candidate will be required to co-ordinate and manage client services for all Structured Equities accounts. Strong communication skills and a confident manner are essential requirements.

Joslin Rowe Associates Ltd Bell Court House 11 Blomfield Street London EC2M 7AY
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Marketing Executive

26 year old, Diploma in Marketing graduate, seeks a good position as a Marketing Executive in any organisation or company in London. Professional, committed with drive and dynamism! Starting salary must be £20,000. Write to: Box A2009, Financial Times, One Southwark Bridge, London SE1 9HL

GERMAN TIMBER MANAGER AND VENEER

- staircase - master looks out for an assignment somewhere:

Hans Ostendorf, Behnrostr.
38 D-32381 Preuß. Oldendorf
Tel. & Fax: 49 5742 6559

S-E Banker Fonder AB EMERGING MARKETS ASSISTANT PORTFOLIO MANAGER

S-E-Banken Fonder, the asset management subsidiary of the S-E-Banken Group has global funds under management in excess of US\$ 8 billion and offers a full spectrum of investment products for institutional and retail clients in all of the major financial markets.

The London Branch of S-E-Banken Fonder is currently seeking to appoint an ambitious investment professional to assist in the management of the Emerging Markets equity portfolios. This person will be part of a larger Emerging Markets team.

Applicants should have 2-4 years experience as an equity analyst or in a research role within an equity broking or fund management organisation. They should be computer literate and have good written and oral communication skills.

A competitive salary with bonus scheme is offered together with an attractive benefits package.

Please apply in writing enclosing your CV to:

Jocelyn Curtis
S-E-Banken Fonder
Scandinavian House
2 Cannon Street

OIL TRADING COMPANY is seeking a FINANCE EXECUTIVE

THE COMPANY

- ◆ Oil Trading group with turnover of USD500m
- ◆ Very active in Eastern Europe with service company in London

THE JOB

- ◆ Head of invoicing department including management of shipping documents, credit control and short-term treasury.

QUALIFICATIONS

- ◆ Self-motivated person with at least three years relevant experience.
- ◆ Wide knowledge of Letters of Credit
- ◆ Experience in a bank is advantageous
- ◆ Graduate, probably aged 25-35 years.

Please send full CV, stating salary to:

Box A2012, Financial Times One Southwark Bridge, London SE1 9HL

GRADUATE - TRAINEE TRADER

A large international bank in London is looking for a trading assistant/trainee trader to join its growing derivatives trading group. The working environment is fast-paced and challenging. The candidate would have a university degree (preferably in engineering, science or maths), be a self-starter, and would be prepared to start as soon as possible. This position offers potential for the right candidate to progress and achieve greater responsibility within the trading group.

Write to: Box A2007, Financial Times,
One Southwark Bridge, London SE1 9HL

Republic of Lebanon Council for Development and Reconstruction VACANCIES ANNOUNCEMENT

The Council for Development and Reconstruction (CDR) needs to expand its team of professionals and is currently looking for planners, economists, engineers, architects, financial and accounting experts, computer specialists, lawyers, and personnel managers. Candidates wishing to join CDR should be Lebanese nationals for more than 10 years, be fully proficient in written, read and spoken Arabic and English and/or French languages, and possess an academic and professional profile compatible with the required specialties.

Typical qualifications and relevant experience requirements for the various vacancies are summarized below. CDR employment conditions allow in certain cases for academic qualifications slightly lower than required to be offset by longer relevant experience.

Interested candidates are required to fill out a standard CDR application form which they may collect at CDR Headquarters: Tal-el-al-Serail, Central Beirut, (tel: 01-643980-3) or receive by fax (CDR fax Nos: 961-1-864494 or 1-212-4781622). Candidates must specify the reference number of the post they are interested in, and the job summary together with relevant information and instructions will be supplied with the application form.

All application forms duly filled out must be received at CDR Headquarters not later than May 31, 1994. Receipt of the forms will not be acknowledged by CDR. An initial short list of candidates will be compiled by CDR after careful examination of all applications. Short-listed candidates will then be contacted for a formal interview in Beirut, after which the final selection will be made.

LIST OF VACANT POSTS

Post	Ref. No.	Required degree (or equivalent)	Minimum years of relevant experience
Technical Advisor	PO1	Master engineering	10 years incl. 7 in preparing/reviewing technical specs. & tender documents for works and consultancy contracts
First Document Systems Specialist	PO2	Bachelor business administration (major: information systems)	6 years incl. 3 in computer systems management
Deputy Head of Planning Division	PL1	PhD economics (major: macroeconomics incl. econometrics)	9 years incl. 3 in managerial experience
Senior Macroeconomist	PL2	PhD economics (major: macroeconomics incl. econometrics)	7 years
Senior Sectoral Planning Economist	PL3	PhD in economics or business administration	7 years incl. 5 in project planning, management & monitoring
Senior Regional Planning Engineer	PL4	Master engineering management (MEM), or Master civil engineering (major: urban and/or regional/subnational planning)	8 years
Senior Financial Planning Specialist	PL5	PhD economics or public administration (major: public finance and/or financial planning)	7 years
Senior Sectoral Planning Economist	PL6	Master economics (major: macroeconomics incl. econometrics)	7 years
Senior Transport Planning Economist	PL7	Master economics	7 years transport economics & planning
Senior Transport Planning Engineer	PL8	Bachelor civil engineer	7 years transport engineering & planning
Senior Education Planning Specialist	PL9	Master education or educational administration	7 years educ. sector, mainly tech./vocat. educ. & training
Senior Education Planning Specialist	PL10	Master education or educational administration	7 years educ. sector, mainly university/higher education
Senior Public Health Planning Specialist	PL11	Master public health	7 years health sector, public health planning & management
First Development Planning Economist	PL12	Master economics (major: development planning)	2 years sector economics & development planning
First Regional Planning Economist	PL13	Master economics (major: urban economics and/or regional/subnational planning)	2 years regional/subnational planning & land use management
First Planning Engineer	PL14	Bachelor civil engineering	2 years planning infrastructure projects
First Education Planning Specialist	PL15	Master education or educational administration	2 years educ. sector, mainly tech./vocat. educ. & training
Senior Architect	PA1	Bachelor architecture	7 years incl. 3 in senior capacity
Senior Structural Engineer	PE1	Bachelor structural engineering, or Bachelor civil engineering (major: water, waste water & environment)	7 years incl. 3 in senior capacity
Senior Irrigation Engineer	PE2	Bachelor irrigation engineering, or Bachelor civil engineering (major: water, waste water & environment)	7 years incl. 3 in senior capacity
Senior Environmental Engineer	PE3	Bachelor environmental engineering, or Bachelor civil engineering (major: environmental & pollution control)	7 years incl. 3 in senior capacity
Senior Engineer	PE4	Bachelor civil engineering (major: transport)	7 years incl. 3 in senior capacity
Senior Engineer	PE5	Bachelor civil engineering (major: transport)	7 years roads and infrastructure projects, incl. 3 in senior capacity
Senior Engineer	PE6	Bachelor civil engineering, or Bachelor in architecture (major: technical subjects)	7 years buildings, housing & hospitals, incl. 3 in senior capacity
Senior Mechanical Engineer	PE7	Bachelor mechanical engineering	7 years transport & airport sector, incl. 3 in senior capacity
Senior Electrical Engineer	PE8	Bachelor electrical engineering	7 years transport & airport sector, incl. 3 in senior capacity
Senior Electrical Engineer	PE9	Bachelor electrical engineering	7 years power sector, incl. 3 in senior capacity
Senior Telecommunications Engineer	PE10	Bachelor engineering (major: computer & communications)	7 years telecom sector, incl. 3 in senior capacity
First Architect	PA2	Bachelor architecture	2 years
First Engineer	PE11	Bachelor civil engineering (major: transport)	2 years
(2 posts)	PE12		
First Engineer	PE13	Bachelor civil engineering (major: structural engineering)	2 years in buildings construction & public works
First Specialist (Technical Reporter)	PE14	Bachelor business administration, or Bachelor engineering	2 years + proficiency in technical English/French
First Coordination Engineer	PE15	Bachelor civil engineering	2 years construction infrastructure services
(2 posts)	PE16		
Deputy Head of Finance Division	FD1	Qualified accountant (CPA, CA or ACCA)	11 years incl. international experience
Information Technology Manager	IT1	PhD relevant subject	8 years information systems management
First Hardware Support Specialist	IT2	Technical degree (TS) hardware technologies	6 years computer hardware support
First PC Network Specialist	IT3	Bachelor engineering (major: computer & communications)	2 years computer network administration
First Analyst/Programmer	IT4	Bachelor engineering (major: computer & communications)	3 years systems analysis & programming
(2 posts)	IT5		
Legal Advisor	AD1	PhD law	10 years incl. 7 in construction & supply contracts
Senior Legal Specialist	AD2	Master law	7 years
First Personnel Affairs Specialist	AD3	Bachelor public administration	6 years personnel affairs management
(2 posts)	AD4		
Personnel Accountant	AD5	Bachelor business admn., or technical degree (TS) accounting	

Note: All applicants for posts No. PO1, PL4, PL5, PL14, PE1 through PE24, and IT3 through IT6, must be members of the Lebanese Syndicate of Engineers (or equivalent for architects).

Exhibition Sales and Management

Due to a rapid expansion in business, Euromoney EXPOs are looking to add to their sales team in Europe and Asia. There are three sales positions in London and two in Singapore. All require a good working knowledge of the financial markets, computer literacy and an ability to sell to the most senior levels of management in major corporations and financial institutions.

Candidates will travel extensively and will have designated project responsibilities with their own exhibition in a major financial centre. Remuneration will include a basic salary and a generous commission structure. Previous exhibition experience is not required.

In London, we require one French, one Spanish and one Italian speaker. In Singapore, we require salespeople to work with confidence in the ASEAN countries, China, Hong Kong, Taiwan and Korea. One of the latter will be a senior position with management responsibilities for the regional head office and our present Tokyo and Sydney offices.

Please reply, in writing, in the strictest confidence to:

London/
Singapore

Veronica Lekavicius
Euromoney EXPOs
Times House,
Station Approach,
Ruislip
Middlesex HA4 8NB.

**Euromoney
EXPOs**

Investor Relations Executive

London-based investor relations firm is seeking to add an experienced executive to serve its growing client base.

Requirements:

- ◆ University degree
- ◆ UK citizenship or approved work permit status
- ◆ Prior work experience in related fields including financial analysis, fund management and investment research with client responsibility
- ◆ Excellent communications skills, including report writing
- ◆ Demonstrated marketing skills
- ◆ Willingness to travel and to work long hours, when required, sometimes under stress
- ◆ Flexibility to deal with unexpected problems and requirements
- ◆ Confidence in dealing with senior officers of major corporations

Conversational knowledge of German and French helpful, but not essential.

Proficiency in word processing and spreadsheets highly desirable.

Salary negotiable, depending on experience.

This firm operates a no smoking policy.

Write to: Box A2010, Financial Times,
One Southwark Bridge, London SE1 9HL

SPOT F.X.

We are seeking experienced Spot dealers on behalf of several British, U.S. and Japanese banks. Positions are available for enthusiastic team players in Cable, VDEM, 24/7 & EMS. Candidates aged 24-35 will have spent at least 5 years trading in an active bank, with a steady record of profitability to date.

CURRENCY OPTIONS

First class international bank seeks a self-motivated individual to develop its marketing strategy and stimulate trading activity in Currency Options. The incumbent will have established good relationships with professional counterparties within the Derivative market. Graduates with a minimum of 2 years OFC experience are preferred. Familiarity with Asian pricing system & knowledge of spreadsheet will be an asset.

CORPORATE F.X.

Prime U.S. bank wishes to appoint a senior customer dealer aged 25 to 35 with a thorough knowledge of all Treasury products. Responsibilities will include marketing and selling F.X. & Money Market prices to corporate clients. Ability to interpret current economic & political information and to advise customers on market trends is essential. Fluency in another European language would be advantageous.

SWAPS

Due to expansion of its Derivatives arm a triple A rated European bank seeks an experienced Swap specialist with 3 years trading experience. The successful candidate, aged between 25 & 35, will be comfortable dealing in medium term maturities. Language skills would be appreciated.

FOREX Selection

Treasury Recruitment

Please call Jane Hamilton or write in confidence quoting ref. JH1357.
Tel: 071-369 0369
36 Cornhill,
London, EC3V 9PD.
Routings Page L010

ITN

ECONOMICS & BUSINESS EDITOR

ITN has decided to expand its coverage of Economics and Business and is looking for an Editor to broadcast on these subjects with knowledge and authority. The successful applicant will have a recognised track record of experience, knowledge and influence. They will have the ability to broadcast in a lively and authoritative manner in our programmes on ITV. We will consider applications from professional economists with broadcasting experience and journalists with lengthy experience in business and economic affairs. This is an opportunity to join ITN's award-winning team in a senior, high-profile role.

Candidates should apply in writing with a full CV quoting reference ITN 94/01 to Jenny Greer, ITN Ltd, 200 Gray's Inn Road, London WC1X 8SZ. Closing date: 4th May. ITN is an equal opportunities employer.

CRANFIELD MANAGEMENT DEVELOPMENT LIMITED

Director of the Management Development Unit

Executive Education aimed at senior and middle management is a vital and dramatically expanding activity within Cranfield School of Management. We are seeking a senior management development specialist to direct and further develop the Management Development Unit which markets and delivers both tailored and open General Management Programmes.

The successful applicant will enhance and develop these General Management Programmes by creating and managing relationships with organisations within the UK and overseas. He/she will work in close liaison with the academic subject groups within the Faculty.

As well as comprehensive knowledge of practice in management development, applicants should be able to show evidence of excellent marketing and presentational ability, consulting skills and the capacity to manage the internal structure. International experience would be a considerable advantage.

An appropriate salary and a Company Car will be provided.

For further details of this appointment please telephone Linda Neal, Personnel Administrator, Cranfield School of Management on +44 (0) 234 751123.

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First class references. Available immediately.

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PROPRIETARY TRADER - LONDON BASED

Major US Investment Bank with a strong and expanding presence within European Fixed Income markets is seeking applications from candidates to join its Proprietary Trading team.

Candidates should have a strong quantitative/mathematical background, be computer literate with a technical trading bias. Experience in Forex markets would be an advantage. The candidate should have a proven track record within the European Fixed Income environment.

The position offers a technically progressive trading environment that attracts and cultivates an entrepreneurial spirit.

If you are interested please write, indicating your salary requirements, to:

Box A2005, Financial Times,
One Southwark Bridge, London SE1 9HL

CREDIT ANALYST

The Toyo Trust & Banking Co Ltd

The Toyo Trust & Banking Co. Ltd, a well established international bank, is seeking a Credit Analyst, initially to work in a small team within the UK Marketing Section of its London Branch located in the City.

It is envisaged that in due course the candidate will also become actively involved in a Marketing role directed at major corporates in the UK.

Aged 25-35 the successful candidate will be credit and preferably degree educated, with 2 to 3 years first hand experience of medium to large UK Corporate analysis. Good communications skills are essential as is PC literacy.

The salary, offering full benefits, will be competitive with market rates.

To apply please write with a full CV to:

Laurence Little, The Toyo Trust & Banking Co. Ltd,
5th Floor, Bucklebury House, 83 Cannon Street, London EC4N 3AJ
(Incorporated in Japan)

FOREIGN EXCHANGE SETTLEMENTS MANAGER

CITY, LONDON

SALARY c£35,000-40,000 + benefits

Gerald Limited, London member firm of The Gerald Group, is seeking applicants for a management position in the commodity brokerage and trading business.

The FX Settlements Manager will be responsible for the foreign exchange and bullion settlements department operating on a 24 hour basis from London and New York. Applicants should have five years' settlements experience with physical FX and IMM, Bullion and Options and some accounting knowledge. Computer skills are essential (FX Settlements systems and Windows packages) together with the aptitude to develop such systems.

Probably from a commodities or banking background, the successful applicant will be a team-worker with a hands-on approach who possesses effective communication skills and seeks a challenging role in a meritoric environment.

Please submit c.v. and covering letter to:

Nikki Vernon Brown, Personnel Manager,
Gerald Limited, Europe House,
St Katharine by the Tower,
London E1 9AA

LETTERS OF CREDIT SPECIALIST

As an international trading company we are seeking a specialist in letters of credit to strengthen our operations/financial department in our London office. The candidate must have a minimum of three years experience in the opening and negotiating of letters of credit for various commodities and in monitoring bank payments/receivables.

Please send CV and covering letter stating current expected salary to: Box A2008, Financial Times,
One Southwark Bridge, London SE1 9HL

FINANCE MANAGER

East London

to £32,000 + car

This is a new appointment to a profitable £20m turnover company manufacturing high quality products for industry and in the closing stages of a re-structuring following its acquisition by a major international group. One result is a wider application of modern management techniques enhanced by an integrated suite of information systems currently being introduced. Reporting to the Financial Controller the person appointed will work with external consultants to complete the implementation process and will then assume responsibility for managing the accounts department. There is a specific promotion opportunity in 12-15 months and excellent medium-term career prospects within the wider Group. Applicants (male/female) must hold an accepted accounting qualification and have had experience of working in an operational environment. The ideal age range is 27-32.

Please write with full CV, including salary history and daytime telephone number quoting reference 1747/FT, to Dick Phillips ACIS, Phillips & Carpenter, 2-5 Old Bond Street, London W1X 3TB. Tel: 071-493 0156 (24 hours).

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3364 or by writing to him at
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LONDON SE1 9HL

H

Financial Analysis expertise to real impact on the business?

GREENFORD, MIDDLESEX

- Do you pride yourself on your analytical strengths and outstanding financial competence?
- Do you bring both creativity and sound, well considered judgement to financial analysis and reporting?
- Are you highly organised with a keen eye for detail and an exceptional ability to prioritise conflicting demands?
- Do you have the command to move people to action and stand up for what you believe is right?
- Can you invariably move senior people to a commitment, persuading them to your point of view?
- Are you a highly motivated individual who enjoys working with urgency to meet deadlines and achieve measurable results?
- Are you aware of the power in building close, positive relationships with those with whom you work?
- Do you pride yourself on your professionalism and highly responsible attitude?

The world's second largest pharmaceutical organisation and operating in over 80 countries throughout the globe, Glaxo has an outstanding reputation for innovation, technical excellence and a business operation built on efficiency.

Our Central Financial Planning Function, part of the Financial Directorate at Glaxo Holdings plc, supports the Group's executive management through the provision of accurate, timely and relevant financial planning information. This is an outstanding opportunity for a FINANCIAL ANALYST to join a highly visible team and make a significant impact on the business. You will be responsible for facilitating the production of the worldwide strategic plan, appraisal of capital investment proposals as well as plan and forecast reviews, new product evaluation and other ad-hoc projects. In addition, your remit will involve liaising with MIS in order to develop and maintain the computer database.

A qualified accountant with a good honours degree, you will have at least 2 years post qualification experience in an environment where you have gained exposure to corporate operations. Commercially astute and with excellent communication skills, your highly detailed and analytical approach will ensure the effective delivery of information to senior executives. A thorough working knowledge of spreadsheets will be combined with well developed PC skills.

An attractive salary reflects the importance placed on these key roles and the benefits are those you would expect from a world class organisation.

If you have the skills and expertise required and are motivated by the inherent challenges on offer, please call Tina Spang at the Varsity Recruitment Centre on 0632 828526.

Office hours: 8.30am - 7.00pm until 26th April and thereafter
9.00am - 5.30pm, Sunday 24th April: 10.30am - 2.00pm.
Closing date: 29th April 1994.

Glaxo

International
Finance Manager

Outstanding ACA

London

£45,000 + Car +
Excellent Benefits

Our client is an international market leader in its service sector, with a truly global network of offices throughout North America, Europe and the Asia/Pacific region. Its reputation for quality of service and employment of state of the art systems technology, has allowed it to maintain its leading market position for over two decades.

There currently exists within the organisation, the opportunity to augment the management team, with the appointment of a high calibre ACA. Reporting to the Director of International Finance in New York, the role offers full responsibility for the finance functions of the UK and German offices. Key elements of the role will include general accounting issues, financial planning and analysis and control of all tax and treasury matters. As part of the general management team in these locations, the successful applicant can expect real involvement in commercial issues outside of the financial arena, whilst maintaining day to day control of the finance function. This is an excellent broadly based role, offering real breadth of experience at a senior level.

The opportunity will appeal to a high calibre graduate ACA with a proven track record in a 'Big 6' public practice firm. Applicants may already have made an initial move into commerce. Either background must have produced prior in-depth experience of working within an international service oriented organisation. Strong academic and technical skills are prerequisites, as is the ability to liaise with professionals at the most senior levels and the self-confidence to work with minimum supervision on complex international projects. Due to the continuing success our client is experiencing, the successful applicant's future may lie in an international role arising from either organic or acquisitive growth.

The rewards will include an attractive basic salary, company car, excellent benefits package and the opportunity to develop a stimulating career within this high profile international group.

For further information in strict confidence, please forward a brief resume to either Robert Walker or David Craig at our London office, quoting reference KW1414.

WALKER HAMILL
Executive Selection

29-30 Kingly Street London W1R 5LB Tel: 071 287 6285 Fax: 071 287 6270

FINANCE DIRECTOR - PLC

High Profile Finance and Administration

Central England

This appointment provides an exceptional opportunity for an ambitious and versatile manufacturing finance professional to join a small, highly focused plc board.

World renowned in its market, this engineering business has successfully met the challenges of deep recession. It now faces the equally demanding financial management task of profitable and soundly financed market-driven worldwide growth.

You will report to the Managing Director. Your prime tasks will be the provision of tight financial control and the rigorous evaluation of both strategic and tactical options. In both areas you will personally underpin confidence among key institutions. Additionally, the Secretarial and Treasury functions are within the remit, as is membership of the Pension Fund Board of Trustees.

An FCA with an operational perspective, you will have vision and expertise to fully capitalise on recent IT

investment. You must also have the robustness and confidence to add value to a team already noted for its management skills.

Your experience must include direct involvement in all the key areas described above. It is therefore probable that you already have 3-5 years experience at F.D. or Controller level in an industrial plc. A second European language would be valued.

The package, as indicated, includes executive car, pension, life assurance, share options and full relocation support if necessary.

Please send your career details, current salary and an explanation of how your career to date provides evidence of your ability to meet the demanding specification to: I R Day, Barnes Kavelle Limited, Cavendish House, Queen Street, Mirfield, West Yorkshire WF14 8AH quoting reference: 7022.

RECRUITING

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EXCELLENCE

سكرا من الامم

ACCOUNTANCY COLUMN

Britain: an audit society in the making

Andrew Jack considers a critique of an over-dominant approach

People who spend too much time trying to measure the volume of smoke and up being consumed by the flames that cause it. Those who gaze too intently at columns of detailed figures lose sight of the wider issues at stake in the organisation they are examining.

Since the early 1980s, accountants have achieved a new position in British society more dominant than ever before, applying their skills more widely and, in particular, disseminating in all directions one of their most powerful tools: the audit.

From the fairly narrow application of traditional financial auditing, the notion has spread into an ever increasing number of areas in contemporary society.

There are: environmental, value for money, data, medical, stress and democracy audits.

Entities such as the National Audit Office, the Audit Commission and the European Court of Auditors have all helped to expand the role of auditors. Even after the boom of the late 1980s, about 8 per cent of all university graduates are still being swallowed by the traineeships offered by accounting firms. Britain has become an "audit society".

This "audit explosion" is the subject of an important new booklet published today by Demos, the independent think-tank, and written by Michael Power, an academic at the London School of Economics.

Ironically, most other professions - such as teaching, medicine and more recently law - have come under attack and have been forced to change and become more accountable in the last decade.

Yet accountants - who are often held in lower esteem than other occupations - have escaped virtually unscathed. They have received little extra scrutiny, yet all the while their power, influence and income has grown substantially thanks to audit in its widest sense.

"Audit processes have been implicated in the new market culture," says Power. "There is enormous blind faith in their benefits. What's really been going on is a massive experiment. It's time to take stock."

In his booklet, he warns that auditing has firmly seized the public imagination and has had a tendency to shift notions of control and accountability from what he calls "Style B" to "Style A".

Style B involves qualitative, multiple measures, local methods, autonomy, high levels of trust and "real time" control. Style A is quantitative, more focused on a single measure, using external agencies, long distant methods, private experts, and involves little trust.

Its approach has become so entrenched and powerful that it is difficult to find an alternative view.

Power sketches out a number of arguments. He says that auditing has involved the spread of a distinct mentality of administrative control, a pervasive logic in which organisations and individuals increasingly come to regard themselves as subjects of audit.

While the word audit is used very loosely in many different contexts, he suggests that there is a common thread. It relies on bureaucratic procedures which can be used for independent verification. The documents created by these processes can then be applied outside their original context.

Audit is often seen as a series of uninteresting technical and operational practices, but it is also an idea - and one that reflects a certain approach to values and control. He argues that it reflects a shift in concepts of administration and governance, at a time when society has moved from being primarily industrial to being increasingly conscious of the production of risks.

The growing dominance of auditing reflects a period when government has withdrawn from the direct provision of services to take on instead a regulatory or supervisory role. The consequence has been a shift in the role of the state from debating broader values

towards focusing on more abstract financial and quantitative issues.

Power argues that auditing is focused not on primary activities - such as quality - but on other systems of control, such as the mechanisms an organisation has in place to maintain quality. As a result, they provide a more remote level of assurance than many people imagine. It also focuses excessive energy into an abstract "economy of compliance".

He says that auditing may be driven by demands for greater transparency, but ends up making organisations more obscure. Even when there is extensive public disclosure, it can simply pacify rather than encourage further inquiry.

It displaces trust from operatives within organisations and on to auditors. It may in fact spread the distrust it was meant to address, while failing to give power to those it was intended to serve.

Power also flags up a "remarkable" capacity of audits to be invulnerable to their own failure. For example, the collapse of the Bank of Credit and Commerce International and the Maxwell empire were "particularly" led to calls for more and better auditing through more detailed rules designed to respond to the particular events. They did

not trigger a more general analysis into the limitations of auditing itself.

The consequence of all these trends is that there has been growing focus on a narrow set of measurable and controllable factors which represent only a very limited perspective on accountability.

"Efficiency is about measuring outputs compared to inputs," says Power. "But what counts as outputs? In so many areas they are difficult to measure, but the tendency is to drift towards a few simple ones. I think we need multiple measures."

Audit has become a dominant influence with little scrutiny, and scant discussion on the unintended side effects such as executive stress, a breakdown in trust and organisational loyalty and a risk that it may be addressing the wrong issues.

However, he suggests that audit may well be a passing phase like so many other fashions in management thinking even though at present it seems to be the "natural" solution to problems.

One of the strengths of Power's analysis - and one that makes it stand out from the work of some of his rivals in the small group of social scientists and theorists who have explored auditing - is that he does not start from a negative or nihilistic standpoint

towards accountants and their firms.

"I am not interested in conspiracy theories," he says. "Accountants can't be blamed for seeking new opportunities, though I do have questions about the absorption of the nation's brightest and best graduates into the audit process."

More generally, his study represents a rare attempt to stand back and question the very notion of auditing and the place it has assumed in society.

The price is that anyone reading the booklet has to be prepared to wade through some fairly abstract and theoretical notions often divorced from specific examples.

Frustratingly, there is relatively little discussion of alternatives. Power calls for the need to consider a broader range of approaches such as public access to organisations, and whistleblowing. He says he wants to re-establish trust and focus on internal rather than external measures of accountability. But he devotes little space to developing these alternative models.

Equally fundamental, he does little to explicitly explore whether and how accountability and control themselves are desirable objectives.

As the starting point for a wider debate, it certainly deserves a wide audience.

* Michael Power, *The Audit Explosion*, Demos, 9 Bridewell Place, London EC4V 6AP. £5.95

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An opportunity has now arisen for an enterprising and commercially orientated, senior finance manager to take up the post of Financial Director within the Group's largest subsidiary. In addition to the day to day management of an established finance team and responsibility for all financial management, you will be required to take a proactive role in the commercial direction of the company, acting as a central member of the senior management team and providing advice on key issues such as pricing policy, the development of capital acquisitions through astute business planning and the continuing improvement of management information systems.

The successful candidate will be a graduate calibre, qualified accountant with several years post qualification experience gained in a quality orientated, customer driven, manufacturing organisation. You should also be able to offer a strong track record of commercial achievement in addition to the interpersonal and managerial skills required to make a significant contribution to the future evolution of the business.

Interested candidates should send a comprehensive CV to Karen Paige, KPMG Selection and Search, Richmond Park House, 15 Pembroke Road, Clifton, Bristol BS8 3BG.

KPMG Selection & Search

Chartered Accountant

Partnership Potential

London

£ Excellent

A unique opportunity exists for a recently qualified Chartered Accountant to join the claims consultancy group of an international accounting firm. Reporting to the senior European partner, the role will encompass claims verification and determination working in a consulting capacity.

The role, including some international travel, will involve business marketing through the development of UK client relationships in addition to claims audit. Experience of audit or management reporting, information reporting, control systems in addition to knowledge of financial packages is essential. The future for the right candidate is exceptional, both in terms of reward and upward mobility, with the potential of achieving partnership status based on proven ability.

This rewarding position will suit a self motivated, ambitious individual who can display excellent communication skills and operate in a team environment.

Interested candidates should submit, in confidence, a comprehensive CV to: J Bewley, Hoggett Bowers, 11 Lisbon Square, Leeds, LS1 4LY, 0532 448661, Fax: 0532 444401, quoting Ref: LJB/3906/FT.

Hoggett Bowers
EXECUTIVE SEARCH AND SELECTION

Finance and Administration Director

A new and far reaching role in an international law firm City To £120,000+ benefits

Our client is a highly regarded, well established law firm whose practice is both commercial and international. As a result of a thorough organisational review it now seeks to appoint an individual at the highest level to assume total responsibility for the financial management and administration of the firm.

Probably aged between 35-50 the appointee, who will sit on the Partnership Council, will be required to oversee a complement of around 100 staff involved in facilities, IT and finance. He or she should possess strong leadership skills, credibility at all levels and the strategic vision to present far reaching proposals in a meaningful and accessible fashion. Much of the brief will consist of instigating change and maintaining sound principles of financial management ensuring that the fee earners are free to concentrate on their legal practice.

The successful candidate is likely to be a high achiever who has enjoyed early success in his or her career to date. A graduate ACA with strong experience in the services sector is likely to satisfy these requirements and those with in-depth experience of working within a partnership culture are likely to be at an advantage.

Interested candidates should, in the first instance, write enclosing full career and salary details quoting reference P2030 to Anna Ponton at the address below.

KPMG Selection & Search
1-2 Dorset Rise, Blackfriars, London EC4Y 8AE

Director Of Finance

Healthcare

Midlands

£55,000-£70,000 Package

As a senior decision maker, you are someone who relishes a challenge, achieving results through effective leadership, motivation and the careful use of resources. The ability to influence is key. Such a role has arisen within this organisation, a large healthcare provider, which has contract income in excess of £140 million p.a.

Reporting to the Chief Executive, as a key member of the Board you will be responsible for developing a financial strategy that enables a range of quality healthcare services to be provided within available income. This must be done whilst managing a programme of major organisational change. The role demands strong commercial awareness and expertise in strategic planning in addition to sound financial and management skills.

To be considered, you must be a qualified accountant who has held a director's position in a large organisation for at least five years in either the public or private sector. Age is not an issue, but candidates who are less than 35 years are unlikely to have the required level and depth of expertise. Experience of managing large teams and budgets must be combined with dynamism, a results-oriented approach and well-developed leadership skills.

Interested candidates should submit a c.v., in confidence, to: Ian Mukerjee, Hoggett Bowers, 6th floor, 85-89 Colmore Row, Birmingham B3 2BB, 021 212 0088, Fax: 021 236 9351, quoting Ref: BDM/386/FT indicating full salary details.

Hoggett Bowers
EXECUTIVE SEARCH AND SELECTION

Joint Venture Accounts Manager - Asia A New Oil and Gas Development Project

One of the fastest growing and most progressive Australian independent oil companies, noted for its technical excellence and management capability, seeks a key oil and gas professional to take on a senior role. The most recent in an impressive series of transactions will realise a several fold increase in daily oil production as a result of the development of a regionally significant offshore oil field in Asia.

You will manage the joint venture accounts in accordance with the terms of the Production Sharing Contract and Joint Venture Operating Agreement. One of three senior expatriates, you will supervise local staff, report to the local Commercial Manager and receive support from the project team in Australia.

A qualified accountant, you have at least 15 years experience in oil and gas joint venture accounting including a thorough working knowledge of Production Sharing Contracts.

The position requires a relevant degree, drive, enthusiasm and a no-nonsense, results-oriented, cost efficient approach. It represents an unrivalled ground floor opportunity to contribute to this significant international oil development project with an innovative oil company.

The post, which is city based in Asia, will command a competitive expatriate remuneration package including married status.

In complete confidence, please write with CV to: Sue Jagger, Deputy Managing Director, Simpson Crowden Consultants Limited, 97/99 Park Street, London W1Y 3HA. Telephone: 071-629 5909.

Simpson Crowden
CONSULTANTS

FINANCIAL CONTROLLER

Corby

£Neg & Car

Interroll Limited is the UK subsidiary of a world leader in the design and manufacture of components and conveyors for material handling systems. In the UK the company operates out of modern premises in Corby where it employs 140 staff.

They now wish to appoint a Financial Controller reporting in to the Managing Director, to head up the Finance and Administration departments. The successful candidate will be responsible for all finance, project costing, financial management, company secretarial duties and will have a successful track record of introducing new computerised financial reporting systems into commercial organisations.

This represents an opportunity for a qualified or part qualified accountant to make a commercial contribution to the business by providing sound financial advice at board level as well as in the Sales and Manufacturing Division.

In the first instance please contact our advising consultants Ann Heather or Chris Denington on 081-566 5900 or send your CV to them at Grant Thornton, International House, 7 High Street, Ealing, London W5 5DB. Ref: 1022



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AGED Mid 30's
SALARY £45,000 - £50,000
+ BENEFITS

Unique opportunity to join an exciting London based leisure group. Practical hands on approach coupled with solid experience in management skills and hardwork ethic.

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Portsmouth
Competitive
Salary + Benefits

Senior Internal Auditor

Internal Auditing plays a key role in driving the success of our UK business and, as a result of recent changes, the departmental focus has widened creating this unique role for an ambitious and talented Auditor.

Travelling extensively throughout the UK, your brief will be to appraise, measure and evaluate the cost effectiveness and efficiency of all our financial and operational controls. You will also be responsible for ad-hoc special investigations. No small task, yet a challenge that offers rare scope to influence senior management thinking through your recommendations for improvements and change.

A highly motivated achiever, you will be a qualified Auditor with considerable commercial experience, ideally gained from within the insurance sector. Of equal importance, your personal stature, persuasiveness

and commercial acumen will make a major impact on the future of our business. Strong communication skills and knowledge of modern technology will also be essential.

In addition to an outstanding career opening, we also offer a highly competitive salary, company car and range of benefits including: • performance related bonus • mortgage subsidy • non-contributory pension with life assurance • permanent health insurance • insurance discounts • private medical insurance • relocation assistance where appropriate.

* After a qualifying period.

Zurich operates a no smoking policy.

Please send your CV quoting reference 94092 to Christine Johnstone, Personnel Department, Zurich Insurance, Zurich House, Stanhope Road, Portsmouth, Hants PO1 1DU.



ZURICH
INSURANCE

Putting people at a premium

CHIEF EXECUTIVE

Irish Private Holding Company

Our client is an Irish-owned private holding company that controls a significant and diverse portfolio of corporate, property and liquid investments. Corporate interests are primarily in the leisure and distribution sectors and generate a combined turnover in excess of £100m. The portfolio is of sufficient size to require a Chief Executive based in Dublin.

The Job

Reporting to the Chairman, the Chief Executive will be responsible for achieving specified portfolio objectives.

The role will primarily focus upon:

- securing an appropriate return on existing investments; and,
- evaluating potential future investments and acquisitions;
- planning long term financial, fiscal and structural strategies.

The Person

This is a very challenging position and will require a demanding mix of experience and attributes of character. The successful candidate will:

- possess a track record of outstanding success built upon exceptional general management expertise and mature commercial judgement;
- have gained at least 10 years' experience, in a senior management role (probably financial or legal) in a public company or substantial private group;
- have gained significant experience in the tax planning of complex enterprises;
- be of impeccable character with a professional reputation that commands respect.

The Rewards

The remuneration package offered is commensurate with the demands of this position.

Applications should be addressed in strictest confidence to: Mr Bruce McKay, Executive Selection, Friary Court, 65 Crutched Friars, London EC3N 2NP.



MANAGEMENT CONSULTANTS

FINANCIAL PLANNING AND MANAGEMENT INTERNATIONAL TRANSPORT PROPERTY AND HOUSING GROUP

Central London

With its administrative centre in London and high profile operations throughout the world, this listed international group has substantial interests in the transportation, leisure and property sectors, and turnover of more than £250 million. The company is financially strong and is committed to a strategy of further profitable growth.

Working closely with the Group Financial Controller and other top executives, you will supervise a small professional team with responsibilities which encompass international tax planning and compliance as well as the co-ordination and control, through divisional finance managers, of statutory accounting for about 50 operating companies. You will also take a leading role in a variety of projects including acquisition and investment appraisals. The opportunity has been created by the promotion of the previous incumbent.

c.£40,000 + bonus + car

This is a high profile position with outstanding career prospects and, to meet its demands, your experience and ability should be of the highest quality. Probably in your late 20's to mid 30's and a chartered accountant, you will be something of an all-rounder with broad experience gained from working with, or for, large international companies. You will currently be in a management position in industry or the profession and be able to demonstrate self-sufficiency, adaptability and a high degree of personal energy, as well as excellent, up to date accounting and tax knowledge.

Please send a comprehensive career résumé, salary details and day time telephone number, quoting reference 3387 to: Neil Cameron, Touche Ross Executive Selection, Friary Court, 65 Crutched Friars, London EC3N 2NP.



MANAGEMENT CONSULTANTS

GROUP TAX MANAGER

London

c. £65,000
+ Substantial bonus,
benefits package
& car

Contact Mark Brewer on
(071) 936 2040
or write to him at Brewer Morris,
Ludgate House, 107 Fleet Street,
London EC4A 2AB.
Evenings & Weekends
(081) 995 9624

BREWER MORRIS

TAXATION RECRUITMENT SPECIALISTS

Our client is a blue chip financial services organisation, with extensive worldwide operations. They now wish to recruit a senior tax specialist, partly to service their increasingly complex international operations, and partly to proactively develop and promote the activities of the tax function.

Tax is regarded as a "front-line" function by the young management team. The Group Manager will therefore establish and implement group tax strategy, manage a team of tax professionals, develop and promote new ideas, provide value enhanced solutions, and manage at all levels the U.K. and multinational tax affairs of the business. Reporting to the Group Finance Director, this is an integral position within the management team, and will entail contact with a broad cross section of senior decision makers.

The successful candidate will be a qualified ACA with at least 7 years corporate tax experience gained within a "Big 6" accountancy firm, or within commerce. Probably aged in your 30's, you will have significant international tax experience, be ambitious, an influencer, assertive and creative, with good interpersonal skills. Ideally, individuals should be capable of maturing into the Group Finance Director role in the future.

صكنا من الامل

RADYNE FINANCIAL CONTROLLER

ATTRACTIVE PACKAGE • BERKSHIRE

Radyne Ltd., a member of the Radyne Holdings group of companies, and a world leader in the manufacture of induction and dielectric heating equipment is currently seeking to appoint a high calibre Financial Controller with a systems bias.

Reporting directly to the Group Finance & Operations Director, you will be responsible for a small accounting team using a modern Unix based integrated accounting/production system. The principle task will be to ensure the smooth operation of the financial activities of the Company through a hands on approach.

Ideally you will be ACMA/ACA qualified and able to work on your own initiative. Solid experience in contract costing for a medium sized engineering company would be an advantage.

In return, we offer an attractive remuneration package.

Applicants should apply in writing enclosing a Curriculum Vitae and salary expectations to:

Scott Beard, Personnel Dept., Radyne Limited,
Molly Millars Lane, Wokingham, Berkshire, RG11 2PX.



Merrill Lynch

TAX MANAGER

CITY

Merrill Lynch is uniquely positioned as a leader in both the private client and institutional segments of the securities industry. For the last five years, the firm has consistently held the number one position as the largest lead underwriter of debt and equity securities world-wide. In Europe, Merrill Lynch has a major position both in private banking and investment banking.

Effective tax management is critical to the future success of Merrill Lynch. As a result, the established International Tax Department in London now seeks to recruit an additional high profile member of staff to assist in the production of new ideas as well as supporting ongoing initiatives across a diverse range of businesses and countries.

Reporting to the Director of Tax, the role will include:

- assisting the tax efficient structuring of the business arrangements to minimise global tax costs to Merrill Lynch.
- focusing on key individual projects and business units to maximise post tax returns.
- ensuring all tax compliance requirements are met in the UK, as well as tax compliance internationally.

The ideal candidate should possess the following profile:

- Graduate chartered accountant, currently within the tax department of a major financial institution, or within a financial services group of one of the major professional firms

& EXCELLENT

- Approximately 3 years PQE with a good understanding of tax legislation coupled with a practical approach to day to day issues in the securities industry on a broad international product basis
- A mature personality, capable of working autonomously, with the ability to communicate effectively with both front office and back office personnel as well as external advisers on an international basis.

For further information in complete confidence, please contact David Burton on 071-579 3533 (fax 071-915 8714), or write to him enclosing a CV to Robert Walters Associates, 25 Bedford Street, London WC2E 9HP. All applications by third parties will be forwarded directly to Robert Walters Associates.

ROBERT WALTERS ASSOCIATES

Finance Director

Substantial Package

Based Prague, Czech Republic

Our client, a multi-billion dollar provider of Information Technology and Services, seeks to recruit a Finance Director to assist in the development of its successful operation in Prague.

As a member of the core management team you will have full responsibility for the development of financial plans, the establishment and administration of controls, the preparation of budgets, dealing with local regulatory bodies, overall responsibility for staff management and the management of all aspects of the financial operation.

Principal challenges will be developing and leading an organisation capable of satisfying both local and corporate accounting requirements and standards, maintaining a general overview of the way the business is run, ensuring proper safeguards and control processes are in place and providing reliable financial information and advice to the local organisation and headquarters in the UK.

You will be a graduate, ideally in Economics or Commerce, with at least 10 years' financial management accounting experience in the commercial/financial market. The ability to speak Czech is essential.

Please reply in the strictest confidence, with full CV and salary details to our Advising Consultant, Felicity Exton at the address below.



TALISMAN

DORLAND HOUSE, 14-16 REGENT STREET, LONDON SW1Y 4PH.

Financial Accountant

Managing growth in high technology

Ipswich, Suffolk

£27-32,000 + profit share & car

Hewlett-Packard Fiber Optic Components Operation is a profitable and rapidly expanding leader in a highly complex and competitive market. With a continuous need for substantial investment in R&D and new manufacturing technologies, the need for accurate financial and performance monitoring and forecasting are key to our commercial success.

Reporting to the Financial Controller, you will play a key role in maintaining and enhancing the financial management and accounting controls needed to meet our changing business needs, and identify and implement initiatives for cost reduction and improved financial efficiency. Working closely with the management teams, you will also advise and recommend actions geared to optimising business performance, including pricing, contract management and bid proposals.

With significant post qualification experience your

accounting skills will naturally be first rate. Equally, you will possess the business analysis and influencing skills to add value to the business. Excellent interpersonal skills at all levels are essential. As this is a development role you will also need to demonstrate the potential to progress.

In return for your contribution and expertise, we offer an attractive salary and a range of benefits you would expect from a highly profitable worldwide high technology leader.

In the first instance please write, enclosing full CV, quoting reference C/306/94, to John Gamston, Personnel Manager, Hewlett-Packard Ltd, Whitehouse Road, Ipswich, Suffolk IP1 5PB.



HEWLETT
PACKARD

FINANCIAL CONTROLLER GERMANY

Situated near Hannover, Germany, STEPHAN employs 400 people and is a leading manufacturer and distributor of geared motors and special gear drives for the international market. STEPHAN is part of BROOK HANSEN, a member of the BTR Group, with other manufacturing locations in the UK, Belgium, France, USA, Canada, Australia and South Africa.

The opportunity exists for a university graduate, with sound experience of both cost and financial accounting in a manufacturing environment, to take responsibility for the complete financial management of the company.

The candidate must have a detailed knowledge of UK reporting systems with a good knowledge of both English and German.

This is a senior executive appointment that will enhance your already well-established international profile, and involves membership of the company's management committee, and reporting directly to the Managing Director.

If you are aged between 30 and 45 please write or fax, in confidence, detailing your career progress to date, to:

André Van Meervenne, Director Human Resources,
Hansen Headquarters, Leonardo da Vinci 1
B-2650 EDEGEM (Antwerp) BELGIUM
Fax: 32 (0) 3 450 12 88
Tel: 32 (0) 3 450 12 11



POWERFUL CONNECTIONS



CHIEF FINANCIAL OFFICER/ BUSINESS ADMINISTRATOR

The International Baccalaureate Organisation seeks to appoint a full-time senior officer to administer its worldwide financial and business affairs. The post reports to the Director General.

The successful applicant will have a strong background in the following areas: the preparation of budgets and financial statements; the supervision of accounting records; the management of diverse financial and business transactions. He/she must have experience of information technology and possess excellent skills in leadership, team work and communication with colleagues.

The post will be based in Cardiff, Wales, but will involve some foreign travel. Knowledge of French or Spanish would be helpful but not essential.

An early appointment is intended. Letters of application, including a curriculum vitae and the names of two referees, should be sent to:

Director General
c/o Personnel and Administration Manager
International Baccalaureate Organisation
Pascal Close, St Mellons
Cardiff CF3 0YP
United Kingdom

Tel: 0222 770770 Fax: 0222 770333



EUROPEAN TAX MANAGER

c.£65,000 + Benefits

Thames Valley

The Company

- Major U.S. multinational providing financial and technical asset management and computer disaster recovery services to a variety of premier international and local clientele.
- Worldwide assets \$5 billion, with revenues of \$2 billion. European division assets of \$650 million, with revenues of \$340 million.
- A small group of professionals oversees the operations of the European division, comprising subsidiaries in all major European countries.

The Role

- Reporting to the European Finance Director, you will be responsible for all European taxation issues including VAT, corporate incomes taxes, negotiations with tax authorities, international projects and some US reporting.
- You will be involved in merger and acquisition activity, corporate reorganisations and work closely with Treasury, Sales, Accounting and Operations departments.
- The position involves an element of travel, principally to France and Germany.

Qualifications

- Graduate ACA, with Big 6 background preferred, aged 35 - 45. Significant experience in international European and US tax matters is essential.
- You should thrive in an atmosphere requiring a hands-on approach, the ability to manage projects independently and communicate effectively.
- You must be a proactive team player with strong linguistic skills, preferably in French or German, who will interact well at all levels, both internally and externally.

If you have the necessary profile for this position, please apply in writing, enclosing CV and current package details to: The Human Resources Department, Comdisco (United Kingdom) Limited, The Mondrian Building, Herschel Street, Slough, SL1 1XS

Financial Controller

c. £30,000

Recently redesigned, refurbished and reopened, London Transport Museum in Covent Garden is one of the capital's leading museums, with considerable educational and trading objectives. With over 200,000 visitors and turnover in excess of £1.5 million, effective financial management is crucial. The Museum is a self-accounting business within the LT Trading Group.

You will be a key member of the management team with a staff of four and responsibility to the Museum Director for all aspects of financial and management accounting throughout an operation employing 70 people.

Your remit will include external liaison with suppliers, grant-aiding bodies, sponsors and landlords as well as internal working relationships with LT management and the personnel administration function.

Professionally qualified, you should have commercial experience, a high degree of computer literacy and knowledge of the complexities of group accounting requirements.

This is a wide-ranging role in a successful organisation, offering an opportunity to contribute to its future planning and direction. Salary will be negotiable in the region of £30,000 and the package will offer generous benefits.

To apply please write to Veronica Rawson, Central Personnel, London Transport, 55 Broadway, London SW1H 0BD. Please enclose full career details and quote reference C/DW/15/E. Closing date for applications is 4 May 1994.

London Transport's policy is to work towards equality within its workforce and therefore applications from all groups are welcomed.

Disabled applicants should please give details of any special needs in the working environment.



London Transport
Museum
Covent Garden

HEAD OF FINANCE

Middle East Broadcasting Centre is a satellite television company based in London, broadcasting News, Current Affairs and Entertainment programmes in Arabic throughout Europe, North Africa and the Middle East.

The company seeks a qualified accountant to head up the financial activities both operationally and strategically. Reporting to the Managing Director of the Group and the Assistant Chief Executive of the Company, the successful applicant will be responsible for a team of six staff.

A background in either television or a media related industry would be beneficial together with experience of handling mixed currencies.

Applicants should write in the first instance, enclosing an up to date curriculum vitae to: Personnel Department, MBC Ltd., 10 Heathmans Road, Persons Green, Fulham, London SW6 4TJ.



FINANCIAL MANAGER

KENSINGTON

C £26,000 + BONUS

An exciting opportunity to join a profitable and expanding importer and exporter of ladies fashion clothing with annual turnover in excess of £15m. The role will initially entail the review and recommendation for improvements in all financial areas together with participation in the implementation of decisions.

COMPANY: The Group operates and has offices in the United Kingdom, United States, France and Hong Kong. Garments are sourced mainly in Hong Kong on behalf of customers for sales in the US, UK and France.

The intention is to reinforce internal controls and develop management information systems to facilitate future growth.

ROLE: At present the Managing Director oversees all internal financial affairs. The successful candidate will immediately take responsibility for the review and presentation of regular information with regard to:

- Credit control
- Achievement of plans against actuals
- Adequacy of internal controls
- Efficiency of funds management

Further she/he will take control of all import and export documentation.

The successful candidate will be expected to have the capability and motivation to assume total responsibility for all financial affairs following an induction period and make a significant contribution to the development of the Group's businesses.

PROFILE: Ideal applicants will be fully qualified accountants with experience of the above and more importantly have the maturity to bring commercial awareness and the interpersonal skills needed to operate at senior management level.

She/he will work closely with the Managing Director and be expected to attend meetings with and on behalf of the Managing Director. Travel to the company's offices overseas will be necessary periodically.

Please send career details to Morley & Scott Consulting at the address below quoting reference 1594/FT who are receiving applications on behalf of their client.

Lynton House, 7-12 Tavistock Square,
LONDON WC1H 9LT



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Or call her on 081 575 7700.

IBM KNOW HOW

CONSULTANCY & SERVICES

Terrorist violence has damaged earnings from tourism: Page VII

The 'new communities' look pretty good - on paper: Page VIII

EGYPT

Friday April 22 1994



Market traders at Imbaba, a Cairo suburb where troops have rounded up Arab fundamentalists. Picture: Tony Andrews



Hosni Mubarak is in his 13th year as Egypt's leader. Picture: Ashley Ashwood



Teeming travellers at the bus terminus outside the main railway station in Ramses Square, Cairo

Mr Mubarak still refuses to be rushed

Economic reforms continue and political reforms are promised once the Islamic fundamentalists are defeated. But progress is slow. Mark Nicholson reports

President Hosni Mubarak is now well into his 13th year as Egypt's leader and six months into a third presidential term which should see him at the helm of the most populous Arab nation until the end of the millennium.

So it should not seem odd that he prefers to take a longer-term perspective on his plans for the country. If Egypt is suffering hardships and irritations (such as the recent rise in terrorism), this should not be surprising, he explained recently. "The government can be excused, as it is engrossed in reforming a burdensome heritage accumulated over 50 years".

Mr Mubarak's message is clear - and largely unchanged over the past decade of his rule.

Liberalising economic reforms are necessary to dismantle the remaining statist legacy of Gamal Abdul Nasser, but they will be pursued only steadily. Wider political reforms must await the resulting economic transformation. Militancy, which may seek to threaten this project under the guise of Islam or any other, will be crushed. Above all, Egypt cannot - and his government will not - be rushed.

To this domestic agenda can be added his ambitions for Egypt as a regional power. Having reclaimed its centrality as an Arab power following its isolation after the Camp

David peace accord with Israel, Egypt will now prove essential in helping to achieve the comprehensive peace now delicately being negotiated. And it will remain a stalwart ally of the west, available as broker and mediator in other regional problems - perhaps increasingly in Africa, should its present role as interlocutor in the Arab-Israeli peace talks diminish in importance.

The past couple of years, however, have begun to issue challenges to Mr Mubarak's comfortable view, potentially threatening every aspect of it. A growing number of critics inside the country, and among its important allies, wonder whether, in the face of rising domestic pressures and uncertain international shifts, six more years of similarly slow progress in the same direction constitute a recipe for continued political stability - the totem of Mr Mubarak's rule. They wonder, too, whether Mr Mubarak's determination to keep the same coterie of old faces in his ageing regime is an adequate response to such shifts and pressures, or whether his own regime is only acquiring its own "burdensome heritage".

On the domestic front, the rising pressures are self-evident and nowhere more so than in the sharp rise in violent Islamic militancy. Since militant groups such as the Gamaa al-Islamiyya and Jihad began to launch attacks against security personnel, senior government figures, banks and tourist targets in late 1992, more than 350 people have died in violent clashes - at least as many victims as the total number killed over the preceding three years.

Last month Mr Hassan al-Ali, the interior minister, told the Financial Times that the security problem was "very much under control". The police had successfully infiltrated several militant groups and constrained their operations in Cairo, he said, and violence was now largely confined to towns such as Assiut and Dairut in Upper Egypt, a traditional stronghold of Islamic militancy where violence has long been aggravated by low levels of education, higher than average unemployment and a culture of vendetta.

But any improvement in the security situation is relative only to the sharply higher plateau of violence. Already this year, more than 70

people have died in clashes. Moreover, the murder of a senior police general in Cairo a few weeks ago shows that, despite the most sweeping and sustained security operation in at least 10 years, the security forces cannot eradicate extremist groups.

For some time it appeared that an attempt to get rid of them through security measures which included mass detentions and - so it is alleged by human rights groups - torture and occasional resort to "shoot-to-kill" raids on suspected extremists, constituted the sole government response. But this may be changing, and according to analysts like Mr Mohammed Sid Ahmed, a leading political commentator, behind public expressions of unconcern, the government is certainly taking the militants more seriously. "People in senior positions who, a year or two ago, would once have dismissed the threat, are no longer doing so," he says.

There are some signs of a more sophisticated public relations offensive. The government has recently begun to orchestrate a media campaign, for instance. This has included the televised "confessions"

of a "repentant" militant; and prime-time soap operas portraying Islamic extremists as misguided and corrupt.

But this falls a long way short of the more fully-fledged political response to the political violence long called for by some of Egypt's opposition parties and innumerable intellectuals. On his re-affirmation as president in October, Mr Mubarak said he would call for a "national dialogue" among Egypt's established political groups, although no date has yet been set for the talks. If and when they do convene, however, Mr Mubarak seems firmly to have ruled out discussing any of the sort of structural changes called for by some opposition groups which might dilute his present near-absolute executive powers - for example, he has governed under a "state of emergency" more or less unbroken since assuming power.

The talks will also exclude, as a group, the Moslem Brotherhood. This will be indirectly represented by the Labour Party, under whose banner Egypt's most coherent, popular and professedly moderate Islamic group has been permitted only a degree of official representation.

The more optimistic advocates of

the national dialogue suggest that, once begun, it might develop a momentum of its own in which such issues as corruption (allegations of which have swirled with increasing persistence around people associated with the regime) might be openly debated. "The dialogue might confront the regime with the need to find ways to renew and refresh itself," suggests Mr Sid Ahmed.

But diplomats and other observers suggest that it is precisely such a possibility which the government will endeavour to prevent. They cite the government's recent decision to put on trial journalists with the publication of *al-Shaah*, the Labour Party's (and thus indirectly the Brotherhood's) mouthpiece, for coverage which has been much braver than most in pointing at government corruption. "For the government, the dialogue will be an attempt to rally everyone behind its policies against the extremists, no more," says one western diplomat.

Aside from bullets, prison and soap operas, the government's chief weapon against militancy appears to be its hope of achieving an economic turn-round, to attack the disillusion and unemployment it blames for the unrest. But here, too, there are grave doubts about the government's ability to deliver.

Continued on Page II

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EGYPT II

Mark Nicholson examines conflicting signals in the economy

Private sector development stalls

Three years ago, when Egypt agreed to undertake its present drastic and comprehensive programme of economic reforms, many observers in the International Monetary Fund and World Bank, which designed the present adjustment plan, doubted the country could ever come as far as it has.

In 1991 the country was in a parlous state. Hard currency reserves sufficed to cover only two weeks of imports. Mr Atef Sidki, the prime minister, was speaking alarmingly of Egypt having to default on some of its \$40bn worth of foreign debt.

Given the urgency of Egypt's economic crisis and the political goodwill of its creditor nations for the country's firmly pro-western stand during the Gulf war, the Paris Club struck a deal with the government to make a staggered write-off of no less than half of the outstanding debt, conditional on the country undertaking a complete IMF and World Bank programme.

Egypt's remarkable macro-economic progress so far has already triggered two tranches of debt write-off, each of 15 per cent of the country's debt as of December 31 1990. The third and final tranche of 20 per cent, worth between \$4bn-\$5bn, is due to follow in July, if the IMF approves Egypt's progress

with the reforms under the three-year Extended Fund Facility agreed last year. Some ministers are already trumpeting their confidence that the approval will be granted without much problem.

But it is in fact not clear that the IMF's approval will be such plain sailing.

While the Fund can be only delighted with the continued success of Egypt's macro-economic stabilisation programme, the course of struc-

ture adjustments designed to foster private sector-led growth looks increasingly troubled. In particular, the privatisation programme monitored by the World Bank - considered by the Bank and most investors to be the most important signal of the government's will to sustain and deepen its liberalising overhaul of the economy - is badly stalled.

The risk is that doubt about government will to reform without pressure is already creating jitters which could jeopardise fragile stabilisation policies

The government's apparent reluctance to move beyond a small pace with privatisation is, however, already sending the wrong signals. In the wake of the macro-economic reforms, among the chief reasons for

Bank will retain their present leverage to push through the further reforms necessary to create real growth. The risk for the government is that such doubts about its will to reform without this kind of pressure is already creating jitters which could eventually jeopardise the already fragile stabilisation policies.

For now, however, the macro-economic achievements continue. The budget deficit, which topped 20 per cent before the IMF programme, is down to 4.7 per cent and due to fall further - to 2.6 per cent this year. Inflation is down

from over 10 per cent last year to 7.4 per cent. The balance of payments remains in surplus. In large part this is thanks to an improved flow of remittances, averaging about \$5bn a year, partly attracted by the real domestic interest rates, which themselves have helped keep the exchange rate largely stable at about E23.37 to the dollar. Hard currency reserves are stable at about \$16bn - a year and a half's import cover.

To these successes can be added improvements in banking supervision and legislation; improved capital markets laws; price de-controls; tariff cuts; introduction of a proto-value added sales tax; a new unified income tax law and an overall easing of investment regulations.

There remain points of issue with the IMF and the Bank. For example, both would like to see energy prices rise closer to world levels - something the government is resisting, as politically unsustainable. Both are also irritated that while Egypt agreed to cut maximum tariff rates this year to 70 from 80 per cent (as part of a cascade of cuts towards a 40 per cent maximum), the government simultaneously added a new "user fee" of 5 per cent.

But the biggest bone of contention remains privatisation.

Somehow to keep its head above water. He is also relying, no doubt, on Egypt's strategic importance to the west - a strategic importance which is the mainspring of an annual \$3bn in aid and political backing for Egypt within the IMF, World Bank and Egypt's foreign creditors in the Paris Club.

For the moment, Mr Mubarak's bet seems to be the only one which counts. He has no self-evident political rival. His international support seems assured.

And he retains in his hands all the levers of security and political power. For yet another year, therefore, Mr Mubarak will try to show that Egypt can remain a sort of political Learning Power of Pisa and defy - or at least defer - the apparently inevitable.

The last visiting World Bank mission to monitor the programme, in March, left apparently deeply unimpressed with movement towards its ostensible targets. Its members suggested that they may not feel themselves able to advise the IMF as early as July that Egypt is making sufficient progress.

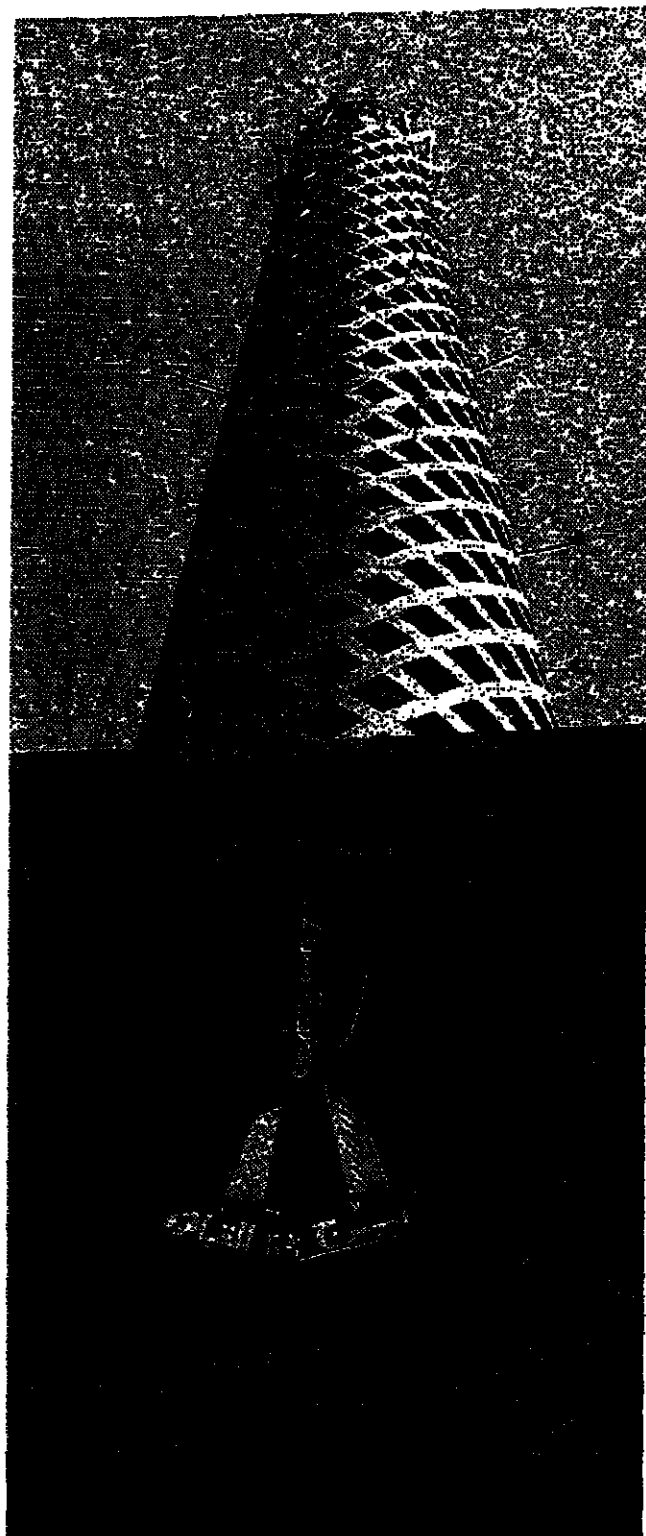
From a list of more than 80 publicly-owned assets or companies slated for sale as far back as the end of 1992, only a handful of assets have been sold. Only one company, a bottling group, has yet been sold, although the sales of two others are apparently agreed and waiting only to be finalised.

Moreover, there are signs that the government is backing away from its earlier definition of what constitutes privatisation. From having declared its intention eventually to sell off some 314 state companies - with an official book value of E270-E280bn - ministers are now saying that they are "assessing the extent to which the private sector can buy into these companies" - which is not quite the same thing.

This week the government announced plans to turn 11 state companies, including real estate, irrigation, public works and land reclamation firms, as well as two engineering consultancies, into what amount to workers' cooperatives, transferring 75 per cent of the shares to employee shareholder associations (ESAs). The World Bank welcomed the scheme, but foreign economists said it did not look like privatisation in the usual sense, because the shares would not be available to outside investors.

Political fears in the National Assembly that privatisation would lead to the sale of Egypt's "family silver" to foreigners forced Mr Atef Obeid, the minister responsible for the programme, to state that sales to foreigners would take place only in "very limited cases".

But it is political sentiment within the cabinet which appears to be most to blame for the stalled programme. Partly it is the real fear for the political consequence of



Cairo Tower, symbol of modern Egypt - but the government may not want to withdraw from the economy's commanding heights. Ashley Ashwood

ment's most ardent champion of the private sector, has only helped fuel the belief that the government is not ideologically committed to removing itself from the economy's commanding heights.

The upshot is exasperation among bankers, foreign investors and local businessmen who had been positioning themselves to take advantage of privatisation.

Several US and other foreign banks which had doggedly, and expensively, been pursuing opportunities have thrown in the towel in the last few months. "It's a complete sham," says one. "I was given all sorts of false promises and in the end have nothing to show for it."

Privatisation alone was never likely to create the kind of real growth the IMF and World Bank-guided reforms were designed to achieve. But while the stalled programme continues to undermine business confidence (as discerned elsewhere in this survey), such growth rates look increasingly remote. According to Mr Youssef Boutros Ghali, minister of state for international co-operation, Egypt needs to raise growth rates to 5 or 6 per cent; rates which might then help absorb the estimated 400,000-500,000 new entrants to the workforce each year.

But by the best available estimates, Egypt's economy is growing modestly if at all. Some economists estimate GDP to be declining by perhaps 1 per cent. Others, however, suggest there is evidence to indicate the economy may be growing by 2 per cent.

Aside from private sector gloom, there have been other notable depressants on growth, not all of which are susceptible to economic management. One of these is low crude prices, which helped cap the increase in oil export revenues last year at just over \$2.1bn. More serious is the continuing negative effects of militant attacks on tourist targets.

The tourism industry, which earned Egypt (the government rather optimistically claims) a record \$3.2bn in 1992 before the attacks began, suffered sharp declines in 1993. According to one official European study, tourism's overall contribution to GDP is expected to fall to 3.3 per cent of GDP in 1993 from 8.6 per cent in 1992.

The economy is therefore hovering in what one foreign banker calls a "discomfiting status quo".

He still refuses to be rushed

Continued from Page 1

Nearly three years into International Monetary Fund and World Bank-inspired reforms, Egypt's sprawling and still public-sector dominated economy remains well short of the 4 or 5 per cent growth rates the programme aimed to stimulate.

GDP growth, not helped by the negative effect of militant attacks on the tourism industry, is a modest 2 per cent at best. Worse: the effects of subsidy cuts and rises for utilities such as power have almost certainly made the poor poorer - some estimates indicate that household consumption has slipped by 2 or 3 per cent over the past two years.

By some tallies, Egypt's economy will have to produce between 5m and 6m new jobs by the end of Mr Mubarak's present presidential term in order to accommodate the influx of new workers - and make some inroads in present unemployment, which is already about 20 per cent. This is Egypt's political timebomb. "If the country cannot produce the 5m jobs, the amount of discontent will be enough to produce a political change, one way or another," one western economist gloomily concludes.

But after its undeniable and hard-won success in managing its stabilising macro-economic reforms, Mr Mubarak's government now faces the more politi-

cally sensitive task of pushing through structural reforms, such as privatisation and deeper tariff cuts, which threaten short-term unemployment and cut into deeply entrenched vested interests. There are already signs that the private sector, whose confidence is vital to inspiring the growth Egypt needs, is beginning to suspect a weakening of government will.

Mr Mubarak's bet appears to be that he can continue the reforms at his own pace, trusting to his political instinct as to how far and fast he can push Egypt.

He is relying on what one foreign businessman describes as "Egypt's uncanny ability



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مصرف النيل

EGYPT IV

Banking is approaching a milestone, reports Robin Allen

Sales will help balances

Next June should be a milestone for Egypt's banking system. If the four public sector banks, National Bank of Egypt, Banque Misr, Banque du Caire, and Bank of Alexandria stick to the government's stated intentions, by June they should have announced plans to sell their shares in about a dozen joint venture commercial banks to the private sector.

These shares constitute the "jewels in the crown" among the assets on the books of public sector banks. Their sale is intended to strengthen their balance sheets, before they in turn are privatised according to the timetable discussed between the government, the IMF and World Bank.

Cairo bankers say that defining the different categories of bank is about as straightforward as local interpretation of the highway code. The four public sector banks dominate national retail and domestic credit with about 70 per cent of deposits and local corporate assets.

Apart from these four there are more than 40 commercial banks: a mixture of domestic public and private sector joint ventures; private sector foreign and local joint ventures; foreign commercial banks which are allowed to deal in local currency - among these some which offer investment banking services; foreign banks which have not met the extra \$15m capital requirement and

There are about 15 investment banks which are defined as such

are therefore restricted to foreign currencies (some of these last also offer investment banking services like private banking).

There are also some 15 investment banks which are defined as such, including international Arab banks and off-shore banking units and at least one with special status. Finally there are about 30 domestic regional development

banks, some of which are commercial banks, others special industrial or agricultural.

The central bank, in its latest annual report (for the fiscal year July 1 1992-June 30 1993) notes that the securities portfolio of all banks in this period amounted to 49.8 per cent of their total loan portfolio, and that T-bill holdings made up 69.7 per cent of these securities.

In the last year there were limited first-class lending opportunities, "one joint venture banker said in March.

But banks' earnings held up well, because until last autumn all banks could arbitrage on these T-bills, available to foreign investors as well as local banks. All banks could get extra funds at 14-15 per cent from the interbank market, while paying only 9.5-10.5 per cent on customer deposits. The surplus liquidity was going into T-bills. "It was a good margin and tax-free after all expenses," said one banker.

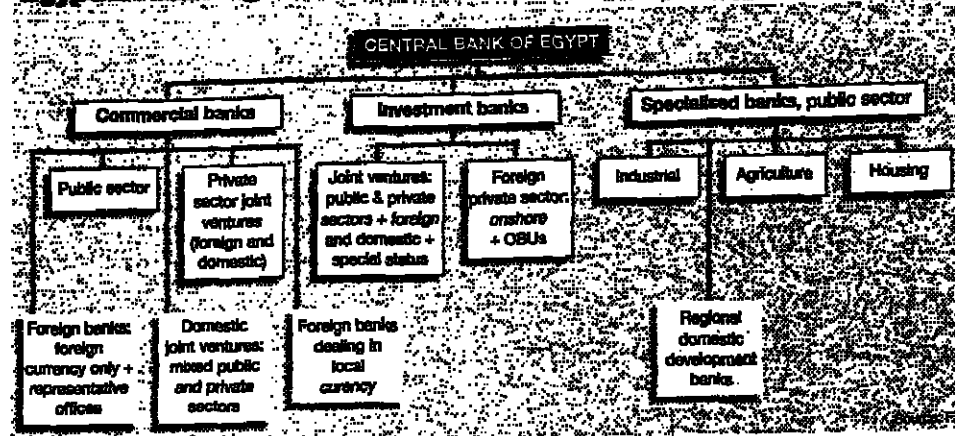
Then the central bank realised the extent to which commercial banks were "just playing the market," and barred private commercial banks from bidding. Now only public sector banks can bid.

But there are opportunities from trade financing and short-term corporate lending. Egyptian British Bank increased profits by 270 per cent last fiscal year (to June 30) by improving market share and trade financing, but like most local and joint-venture banks it made little headway in retail or consumer lending.

"The timing is not right to push consumer lending," says one private sector banker. The appointment last October of Mr Ismail Hassan, the former head of bank of Alexandria, smallest of the four public sector banks, as central bank governor, was generally well-received.

He is credited in some quarters with having successfully restructured Misr International Bank. "He is not an initiator," one banker remarked. Another added: "But everything moves slowly here

Egyptian banking structure



and that is the natural pace."

Among joint-venture banks Misr International is held up as a "well-run". It is a fairly typical example of a polyglot public and private sector bank with foreign and domestic shareholdings.

Egyptian-American is a joint venture between Bank of Alexandria (which has a stake in no fewer than four joint venture banks) and American Express, which is also a partner in Egyptian-American bank. In addition, Amer in its own right is one of four foreign banks allowed to deal in local currency. The others are Citibank, Jordan's Arab Bank and Credit Lyonnais.

Others expected to increase their capital by the required \$15m to get their licence amended so they could deal in local currency, but which have not done so, include Bank of America, Banque Paribas and Credit Suisse. Banca Commerciale Italiana has pulled out altogether.

Paribas is co-guaranteeing the first - \$8.5m - corporate bond issue for the German joint-venture Hoechst Orient. By the end of March, however, after long delays waiting for members of the Capital Mar-

kets Authority to be appointed, this had still not received the go-ahead from the CMA.

Commercial International Bank (CIB) is an example not only of the polyglot nature of some banks' shareholdings, but also of the strength and weaknesses of the capital markets and the investing public.

A year ago it decided to raise about \$15m through a public offering to increase its paid-up capital. Prior to that, some shares were held by the staff, but to all intents and purposes, National Bank of Egypt had full control. The issue last October was 50 per cent over-

subscribed. Some of the new shares were bought by the International Finance Corporation, the World Bank's private sector affiliate; others by two Saudi institutions. More than half the subscribers were individual investors.

CIB's earnings in the run-up to the share issue had been very good: 20 per cent annual compound growth based on shares of E2100 par value. However, when CIB floated it was at a share price of E2300. "It will be very difficult to sustain such a growth based on that share price," said one foreign banker, "and too many individuals will not have appreciated this. This market is not an emerging market; it is 'pre-emerging' in the level of investors' understanding and the lack of any stock market."

What worries professional bankers, Arab and western, who remain unconvinced by high-sounding statements of intent from officials about liberalising the economy, is that there is not only less growth and more poverty, but also that the public sector still has a stranglehold: 75 per cent of GDP compared with 80 per cent in 1991.

"Let's see what happens in June; that will be the litmus test," says one.

James Whittington visits the Cairo stock exchange

Coffee house atmosphere

For romantic connoisseurs of emerging markets, Egypt's stock exchange in downtown Cairo still has that classic coffee house ambience.

Aside from its recently added computer screens which now display the latest share prices, the physical appearance of the bourse has changed little since colonial times. The only problem is that more cups of coffee are drunk there than shares are traded.

Since the country's vociferous programme of nationalisation in the late 1950s and early 1960s, under the presidency of Gamal Abdel-Nasser, what was in its day the world's fifth largest securities market has been reduced to little more than a maverick's café. Out of the 674 companies listed, scarcely more than 15 are actively traded, resulting in a highly illiquid and volatile exchange.

Official market data is scarce and, when it exists, spurious. A number of local brokerage firms have begun compiling their own market reports, but even these differ widely.

Perhaps the best reflection of the market's float was the description, in a recent Cairo newspaper article, of a fall in the price of shares in the Suez Cement Company, one of the more active listings which has a 21 per cent public holding, as "a mini stock market crash".

This is not the stuff which makes emerging market fund managers rush to bring out a new prospectus. But salutary steps are taking place to reverse this decline. By next year, Egypt may well be vying for a place on international investors' portfolios.

The revitalisation of the

country's financial markets is a crucial item on Egypt's structural adjustment programme. The Capital Markets Law, passed in April 1993 and slowly bringing results, aims to go some way towards this end.

The law provides for the establishment of modern brokerage firms and merchant bankers; investment vehicles such as mutual funds; the use of debt



The trading floor: 'that classic coffee house ambience'

reducing the discrepancy in prices between the two exchanges. And a string of corporate brokerage firms are rapidly being formed amid high expectations.

The new regulations give a free run to foreign investors on the market, with no ownership limits - although companies' own bylaws may be restrictive - and no tax on dividends or

has risen from 5.2 to 8.2 over the past year. The EFG index is up by 19 per cent since January 1994 after a 38 per cent increase in 1993.

"The market has witnessed an upwards shift in demand without an increase in supply. Gradually more people are participating, in anticipation of what is to come," explains Mr Hisham Fawik of EFG.

The most exciting source of new scrip is an ambitious privatisation programme.

The government has undertaken to sell half of its assets in 314 state enterprises by the end of 1995. But difficulties in valuing company assets, overcoming huge debts and finding the political will to "sell the family silver" have so far hindered any outright sales. Furthermore, a new share issue by the state-owned Commercial International Bank (CIB) did little to impress investors with the public sector's ability to organise a flotation.

The CIB issued 1.5m shares to raise its capital by public flotation last September. The issue was 60 per cent oversubscribed. Eight months later, the 6,049 new subscribers had still not received their share certificates. Because informal trading of receipts is illegal, the new shareholders were unable to act upon their investments - a bad precedent for future subscriptions.

Most local analysts argue that a strong signal from the government, proving its commitment to free markets, is essential before Egypt's stock exchange re-emerges. Otherwise, Cairo's downtown bourse will retain its quaint coffee house feel.

Gulf Arab investment now comes mainly from the private sector

Bureaucracy is a barrier

The scale and structure of Gulf Arab investments in Egypt have changed dramatically in the last decade and a half, away from Gulf governments' aid and cash disbursements amounting to billions of dollars a year, towards selective private sector investments involving only hundreds of millions.

Before Egypt broke ranks with the rest of the Arab world to sign the 1978 and 1979 peace agreements with Israel, Gulf governments propped up the Egyptian economy through their various aid agencies as well as through state investments.

Little is heard these days, however, about heavy projects such as, say, the Arab Organisation for Industrialisation (AOI). A \$2bn investment established in 1975, jointly owned by Egypt, Saudi Arabia, the UAE and Qatar, it was to have been the Arab world's workshop for military hardware. At its height this single investment employed 17,000 people. But AOI, and all other aid and investments from Gulf governments, was abruptly halted after Egypt broke ranks.

AOI still functions well under sole Egyptian ownership. It produces tanks and aircraft for Egypt's own use, as well as civil products such as optics, agricultural machinery and steel for sewerage systems. But apart from some cash payouts during and after the Gulf crisis of 1990-1991, Gulf governments have all but stopped investments on their former scale. For one thing, they no longer have the money they had in the late 1970s.

On the other hand, private investors from Gulf countries do have the money. But their investments are based not on political but on purely financial considerations, and the amounts involved are much less. In aggregate, they do not amount to more than 70 per cent of Gulf governments' single investment in AOI.

According to the Cairo branch of Jordan's Arab Bank, the total value of non-Gulf Arab investment projects approved at the end of last June amounted to \$1.42bn, of which Gulf Arab investors from Saudi Arabia, Kuwait and the UAE made up \$816m, some 65 per cent

of the total. Saudi Arabia alone accounted for 41 per cent of outside Arab investments. But despite the relative scarcity of Gulf Arab investments - and they probably do not include direct purchases of some real estate, such as second homes - the total is still marginally greater than private investments from the west.

Gulf Arab investments are heavily concentrated in financial institutions - more than 60 per cent - with about 20 per cent of the total in industry and some 15 per cent in services such as hotels and tourism companies.

One of the most significant Gulf companies is Gulf Arab Investment Company, Cairo-based, an Egyptian free-zone joint stock company with a paid-in capital and reserves (last June) of \$46.5m and total assets of \$61.3m. Owned by private investors from Bahrain and Saudi Arabia as well as from Egypt, GAIC operates on classical merchant banking lines - buying into companies, improving and selling them.

The Saudis are becoming more deeply involved than other Gulf investors. Their interests in Egyptian industry range from cement to aluminium to edible oil plants. The Saudi Bugshan brothers have a 20 per cent interest with Pepsi-Cola - and with a local firm - in a joint venture which paid about \$52m earlier this year for Egyptian Bottling (which bottles Pepsi).

The precise extent of Gulf Arab direct investments in property - either personal homes or hotels - is almost impossible to quantify. Several hotels in Cairo and Heliopolis, including the Gezira Sheraton, the Meridien and the Al-Salam Swiss hotel, are partly or wholly owned by Gulf nationals or institutions.

Although this is a bad time for the tourist trade because of violent activity by Islamic activists - the typical volume of western tourism, according to one local

banker, is down by as much as 80 per cent - the financial loss may only be as low as 50 per cent, because one Saudi or Gulf Arab family is reckoned to spend 15 times as much as a western package tourist. But Gulf-owned investments on the Red Sea and in Sinai, which rely almost entirely on western package tours, have been badly affected.

There are formidable barriers to the growth of private sector Gulf Arab investments, common to all outside investors and to wealthy Egyptians whose money is abroad.

The first is the bureaucratic barrier. "There are 36,000 laws in Egypt," says one Egyptian banker, who acknowledges that daily frustration gets the better of his patriotic ideals. "Each new law is added, rather than superseding, an old one. For any investor, there is always the risk of a bureaucrat plucking an old unused law off the shelf, blowing away the dust, and applying it today."

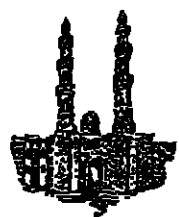
A second deterrent is the twin elements of government ineptitude and lack of commitment. One Egyptian banker in Cairo says: "It is true that exchange controls have been eased, and in theory you can repatriate profits. But any foreign investor needs to be very careful. Get a good lawyer. The laws and their application are contradictory."

A third factor, perhaps more a potential deterrent than an actual one, is the economic recovery in Lebanon which causes Gulf Arabs to think twice before they make an investment in Egypt.

A fourth reason is the amount of money which the Egyptian private sector itself is reputed to keep outside the country. Guesses as to how much vary to a startling degree. One western diplomat puts it at "not less than \$4bn, and it could be as high as \$16bn." Egyptian estimates vary between \$20bn and "not less than \$100bn."

It is hardly surprising that many Gulf investors will not put their money where Egyptians themselves fear to tread.

Robin Allen



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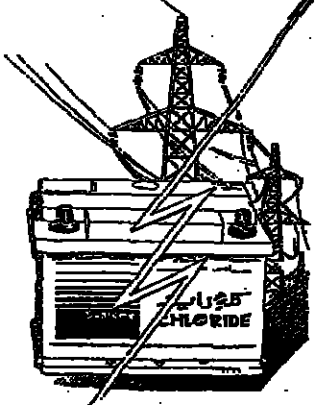
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EGYPT V

Developments in high technology

Jump start to future hopes

Egypt is aiming to jump-start its sluggish economy by attracting investment from international high-technology firms in its Pyramids Technology Valley (PTV), instigated in 1989 by the Cabinet Information and Decision Support Centre (IDSC).

PTV has gained increased relevance in the past year following the sharp decline in the country's previously flourishing tourism industry, the fall in oil revenues, and general stagnation in most export sectors. Mr Hisham El Sherif, PTV initiator and IDSC chairman, insists that there is now both the money and political will to implement this highly ambitious scheme. "High technology will be the oil of the future," he says.

The aim is to develop a world class, export-based industry. Two science parks - "technopolis" - are planned in the 6th October Industrial satellite city. The Suez Canal governorate of Ismailia is offering a range of financial incentives including free zone privileges for both the local as well as the export market. The hope is that Egypt would then be in a position to capture a share of the growing \$800bn international information technology (IT) market already successfully entered by other developing countries such as India and Singapore.

A report commissioned by the IDSC from Dataquest, the international consultants, suggests that although Egypt's IT industry is small - annual production is about \$172m - the opportunities are enormous, but only if global manufacturing companies will act as engines of growth.

The report concludes that local high tech production could be worth \$2.5bn a year within five to seven years. \$1.5bn would come from export revenues, creating 60,000 job opportunities and increasing GNP by between 3 per cent and 5 per cent a year. Most of this would be software.

While such figures should be taken with a degree of caution, there is broad agreement within the industry that software is Egypt's obvious niche in the global market. In the increasingly price-conscious environment, Egypt has in abundance what big software companies really need: a large pool of cheap trained labour.

In return, international software houses offer Egypt the benefits of technology transfer. "Software development is mainly man hours," notes Mr Hisham Gahr, general manager of Bull, the French IT group, which is planning to build a software factory in a PTV technopolis.

Bull, which is one of only four big IT companies with a subsidiary based in Cairo (the

others are IBM, ICL and AT&T Global Information Solutions, formerly NCL), estimates that Egyptian software engineers are about 30 per cent cheaper than those at its base in Paris. IBM places Egyptian labour costs at about half those in Europe and the US.

But this can be a mixed blessing. Local computer firms complain about a steady leakage of trained personnel to higher paid jobs in Saudi Arabia and the Gulf. However, Mr Ali El Hefnawi, PTV's general manager, cautions that Egypt's competitive advantage in labour costs is likely to continue for only another 10 years as wages continue to rise towards international levels.

"Engineers with good basic computer science skills are easily available, but there is still a need to build skills for large complex project management and system design," says Mr Amin Khairuddin, manager of IBM's Cairo-based software

Arabisation centre. PTV seeks to address this through two recently established institutes which take about 1,300 honour graduates a year and train them up to international standards.

Labour issues aside, Egyptian officials say that Egypt's lead role in the region allows easy access to the markets of the Middle East, particularly the high-growth markets of Saudi Arabia and the Gulf. Egypt is also a stepping stone to Africa and backyard development for Europe - and if regional peace becomes a reality, for Israel.

The answer is "marketing, marketing, and more marketing," according to IDSC chairman El Sherif, to capitalise on the country's competitive advantages. PTV has started to sponsor Egyptian pavilions at important trade fairs, and a software association is in the process of being formed under the aegis of PTV. But still too much is being left to the individual level - too small to attract the big participants.

"Egypt has not positioned itself in the global market as yet," comments Mr Adel Danish, managing director of the local Standardata, which also has offices in the US and France. "The messages have been too diffuse and too few."

Mr Danish, who is also chairman of the American Chamber of Commerce in Egypt's IT committee, advocates an aggressive government strategy linking big public sector contracts to work executed in Egypt, to start the ball rolling. There are, however, reservations among local firms as to whether those at the highest level are willing to act, in effect, as salesmen.

Fiona Moffat

The winds of change are picking up speed over Egypt's cotton fields, breezing through its spinning mills, and buffeting the country's textiles industry.

Egypt's production of cotton is all classed as Extra Fine Cotton. About one-quarter is Extra Long Staple (ELS), which means that fibre lengths are 1.38" and above, such as the varieties Giza 77, Giza 70 and Giza 45. ELS is popular because of its long fibre length - which can produce high counts in weaving - together with its strength and durability.

After more than 30 years of strict state control the Egyptian government has finally accepted that capitalist forces are required to rescue the cotton sector from terminal decline.

The resulting process of deregulation and eventual privatisation is causing the biggest shake-up since the sector was nationalised in the early 1960s.

The government's long term strategy in liberalising the cotton sector is to try to regain Egypt's prominent position as a world exporter. Well before Liverpool or New York became world centres for the cotton trade, the Egyptian city port of Alexandria on the Mediterranean had an active futures market - as early as 1861.

As the number one producer of premium long and extra long cotton staples, famed for comfort and durability, the sector flourished until the mid-1970s.

Before then the cotton crop was a lucrative 10m qantars, 71 per cent of which were exported. Local farmers planted cotton in more than twice the area planted today (currently 840,266 feddans), and the best designer labels of the time were marked: "Made With The Finest Egyptian Cotton".

But government mismanagement has caused Egypt's cotton output, particularly exports, to fall dramatically. The six state-run co-operative marketing companies, which control the buying and selling of cotton, have been offering increasingly low procurement prices for the crop to cover the mounting costs of its monopoly.

This lack of a financial incentive caused farmers to switch to more competitive produce which they could sell on the open market - even at the expense of being fined for ignoring government instructions to allocate a



Wrapping finished fabrics at Hossni Dyers and Finishers on the 10th of Ramadan industrial estate, Cairo

The cotton industry is being rescued from terminal decline

Strict controls applied

certain acreage of their land to cotton. Thus cultivation techniques became sloppy and yields fell.

At the same time, mounting inefficiencies ate into the 12 public sector spinning and weaving mills. They did not have to compete for their work; they became beset by problems of excess labour and outdated technology. Deterioration of quality went side by side with mounting debts.

As more and more subsidies were pumped into flagging operations, the government-fixed cotton prices rose above the international market. Foreign demand diminished. Among cotton traders Egypt became known as expensive and unreliable. On top of all this, the collapse of important markets in the former Soviet Union and eastern Europe, which received 40 per cent of exports, and an overall glut in world cotton supplies, exacerbated the decline.

As a result, cotton exports plummeted from 7.5m qantars in the 1980-1981 season to 3.29m qantars in 1989-1991 - and just 360,000 qantars in 1990-1991. Gross lint revenues were worth only \$52m in 1991-1992 and

\$43m last year, leaving cotton as the country's sixth main source of foreign exchange after rice. Faced with the eventual bureaucratic strangulation of cotton farming in Egypt, the government decided once again to open up to the private sector.

A new law, which is expected to be on the statute books in September

'Farmers, traders and clothes manufacturers will all be free to do what they like'

1994, in time for the coming season, will formalise this transition. Plans are under way to re-open the spot price Mina Al Basal Cotton Exchange in Alexandria and the sector will be open to private competition.

"The new law will finally give choice to those working in cotton," explains Mr Ahmad Shoutman, chairman of the state-owned Cotton and International Trade Company, who has helped to draft the law. "Suddenly farmers will be able to choose at what price they sell. Traders will choose

which spinning and weaving mills to use. Clothes manufacturers will choose which yarn or fibre they want. They will all be free to do what they like," he says from his office in Alexandria.

In an attempt to cushion the shock of price changes when the exchange opens, the government has raised the price at which cotton is bought from farmers, and lowered its export rates closer to the international market. This, along with a concerted effort by the state to improve yields through a more refined use of pesticides, resulted in a 22 per cent rise in output last season over 1991-1992, from 5.8m qantars to 7.1m qantars, and a slight rise in export volumes.

On the input side, subsidies on cotton seed, fertilisers, pesticides, and irrigation costs are due to be completely scrapped this season, and their supply also opened to the private sector.

This will wipe away sizeable government outlays. A report prepared by the American embassy in Cairo calculates that despite a 50 per cent reduction in fertiliser subsidies, it still

James Whittington looks at the textile industry

Put your shirt on it

This year the Egyptian shirt was added to the host of thorny trade issues taxing American government officials.

Exports of shirts to the US rose by a record 569 per cent in 1993 - to 6.5m shirts worth \$30m - and American trade negotiators have called for a quota to prevent further rises.

Such a reaction has astonished those working in Egypt's textiles industry.

The US exports over \$2bn worth of goods to Egypt every year, compared to a total of only \$450m in Egyptian exports to the US, so the shirt-makers complain that the Egyptian shirt hardly threatens the balance of trade.

On the one hand the dispute is a serious concern to the Egyptian government. On the other, it is proof that the country's structural adjustment programme is at least working successfully in the field of ready-made garments.

The textiles sector is Egypt's

oldest and largest manufacturing base. It contributes to the economy an annual \$24bn, of which exports account for about \$2.1bn. But for years it has been dogged by problems of excess labour, outdated technology, and a lack of quality control as a result of the state's monopoly over cotton and most of the country's spinning and weaving mills.

But future prospects are bright. A growing number of flourishing small clothes manufacturers in the private sector are breathing renewed life into the business.

There are between 500 and 600 medium-sized, mainly state, textile factories and over 1,000 cottage industry operations in Egypt. However, 90 per cent of the ready-made garments sector is in private hands, ranging from traditional tailors to sophisticated manufacturers producing garments under franchises from, for example, Italy's Benetton,

America's Wrangler, and France's Naf Naf. Most focused on the domestic market. Many are now gearing up for lucrative foreign markets.

Mr Samir el Seraty, a director of a private sector clothes factory in Alexandria, believes that the future of Egypt's textiles industry no longer lies with the large-scale public sector manufacturers of cloth and fabric, but with smaller, privately-run producers of finished goods.

"The decline in the cotton sector and its export market has created a market for ready-made clothes which is better achieved by the private sector than the state," he says. The secret of their success, he claims, is a strict policy of quality control. "This is where we can beat the public sector hands down."

Mr Seraty's company, Société Franco Egyptienne de Confection, exports clothes and other garments to the Gulf states,



A Cairo clothes shop specialising in Islamic fashions

France and the UK (where he supplies the retail company Habitat with curtains, tablecloths and bed-sheets). He employs about 400 staff, and many of his designs are manufactured under a franchise from the French company Indreco.

With an annual turnover of \$210m-\$211m, the company began pushing its exports last year and has already earned over \$2340,000 in foreign sales in the first three months of 1994.

The private sector's total output of cloth - that is, finished clothes and fabric - was about 85,000 tonnes in 1993; tiny, compared to the public sector's output of about 130,000 tonnes. But this balance is likely to change as the private sector expands and the state eventually sells off its spinning and weaving operations.

In the meantime the public sector, where output is mostly yarn and fabric, is also keen to take a part of the ready-made garment market.

Mr Fathi Ahmad Ali, who recently became head of the publicly-owned Misr Fine Spinning and Weaving company with a staff of 25,000, annual turnover of \$2450m and exports of \$2200m, also argues that the only way to turn round losses of \$250m a year is to improve the quality of its output.

The expected freeing of Egyptian cotton prices later this year and an eventual lowering of tariffs, should benefit the textiles sector. As a signatory to the General Agreement on Tariffs and Trade (GATT), most Egyptian clothes manufacturers support abolition of the multi-fibre agreement.

The manufacturers say that they do not fear competition from east Asian producers when protectionist measures are removed. They argue that production costs will be kept low by importing medium to short staple cotton from abroad, instead of using the relatively expensive and high quality home grown extra-long and long staples, and employing cheap but skilled labour.

If they succeed, then the era of the Egyptian shirt has only just begun.

James Whittington



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	Networth	Deposits	Loans	T. Assets	Contingent A/C
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EGYPT VI



Suez Canal: at present the SCA worries about being able to maintain revenue - and any business Sumed took away would be sorely felt. Ashley Johnson

Robin Allen investigates hard bargaining between Suez Canal users

Battle of wits develops

An intriguing battle of wits is developing as more participants vie for the cheapest way to transport crude oil - and natural gas later on - from Gulf states to European markets.

In the end the result will be dictated by the market, traders and end buyers, rather than by intermediaries such as Arab Petroleum Pipelines Company (Sumed) and the Suez Canal Authority (SCA). But these two, Sumed and the SCA, will be at the centre of any hard bargaining if they are not to lose their respective market shares.

New entrants on to the regional oil and gas scene could include an expanded Israeli-managed Eilat-Ashkelon oil pipeline (Tipline), if and when the Arab boycott on Israel is lifted. Tipline has a capacity of 900,000 b/d. (Iran owns 50 per cent of Tipline, from a deal going back to the days of the Shah.)

Another potential competitor for transporting crude would be a revived Trans-Arabian pipeline (the old Tapline), which had a capacity of 500,000 b/d before it was closed in the Arab-Israeli war of June 1967. It has remained closed ever since.

US oil contractors are reported to have already discussed the feasibility and costs of restoring the line from the Jordan section, 50 kms east of Mafrak, where the line divides into two. One spur goes through Syria to Sidon in Lebanon; the other passes through Israel north of the occupied West Bank to Haifa on the Mediterranean. Reviving or expanding these two lines would seriously affect both Sumed and SCA.

Sumed is 50 per cent owned by Egypt. Fifteen per cent each is held by Abu Dhabi (through Abu Dhabi National Oil Company), Saudi Arabia (through Saudi Aramco), and Kuwait (via three state-owned companies). The remaining 5 per cent is held by Qatar through Qatar General Petroleum Corporation (QGPEC).

The 320-km pipeline started transporting crude in January 1977 from Ain Sukhna, on the Red Sea, to Sidi Kerir, west of

Alexandria. It serves tankers up to 500,000dwt with draughts up to 75 feet - too deep to pass through the Suez Canal. Egypt gets 85 per cent of the revenue from Sumed by virtue of its equity share, together with money from customs, taxes and end-ownership rights.

According to Dr Aliy Nazih, Sumed's chairman, last year's daily throughput was 84m tonnes, equivalent to some 1.6m b/d, - up from 77.6m tonnes in 1992. The capacity is already there to provide for a throughput of 117m-120m tonnes a year (equivalent to 2.3m b/d), but will not be operational until completion and testing of the \$100m boosting stations south of Cairo.

The new pumps will enable Sumed to increase its share of the Mediterranean and European markets. Although traders are reported to have complained that the extra capacity would mean more delays for tankers off-loading at Ain Sukhna and a resulting increase in spot prices for their clients' crude, Dr Nazih curtly refutes suggestions that there had ever been delays at either Ain Sukhna or at Sidi Kerir.

Officially Sumed does not compete with the SCA - by not catering for tankers of less than 150,000dwt, the maximum that can pass fully laden through the Suez Canal. Instead, Sumed concentrates on very large crude carriers (vlocs) and ultra large crude carriers (ulccs), which discharge at Ain Sukhna, pass through the Suez Canal in ballast (empty) or partly laden, and reload at Sidi Kerir. To take tankers of less than 150,000dwt would deprive the SCA - and the Egyptian government - of much-needed revenue.

"Everyone thinks there is competition with SCA for the smaller tankers, but there is none whatsoever," Dr Nazih insists. "We are only dealing with tankers which cannot be accommodated by SCA." This may not make commercial sense to Sumed's non-Egyptian shareholders.

Sumed's expansion plans and increased capacity will inevitably lead shareholders to push for a greater market share.

In fact, as Mr Mohamed Ezzat Adel, chairman of SCA, explains, the SCA/Sumed relationship rests uneasily on an oral "professional agreement" that Sumed should offer enough incentives for buyers and traders to load all the extra capacity on to vlocs and ulccs, not on to medium-size tankers which could be using the Canal.

In an interview with the Cairo daily *Al-Ahram* on April 10, Mr Adel pointed out that "last year the Suez Canal transported 41.5m tonnes of oil from the Gulf to Europe. By contrast, Sumed carried 76.9m tonnes through the pipeline. Sumed should concentrate on oil for the US and Europe, and leave the Mediterranean ports for the Canal."

At the beginning of April the SCA began to accept loaded vessels with a beam (width) of 158 feet drawing 53 feet. Instead of 144 feet drawing 55 feet. On June 1, the beam limit will be kept constant but the permissible draught will increase to 54 feet. For vlocs and ulccs in ballast, SCA has begun to accept a beam of up to 210 feet instead of 190 feet.

This extra capacity will marginally help to make SCA more attractive, underpinned by the new "long-haul rebate scheme" to tempt long-distance traffic away from the alternative Cape Route. At present, SCA worries about being able to maintain revenue; any business Sumed might take away would be sorely felt. "Oil represents a big slice of our revenue, so I should be worried not only about competition from Sumed, but also from other lines in oil and gas cargo," Mr Adel said on April 3.

SCA's revenues for the calendar year 1993 were \$1.95bn, compared with 1991-1992 fiscal year revenues of \$1.75bn. The 1993 results were a disappointment. "We were anticipating more than \$2bn; and this year

has so far started miserably because of the recession in the west," Mr Adel said.

A ship from Jeddah to, say, the Black Sea saves \$3 per cent on distance by using the canal. But a ship from Tokyo to, say, Rotterdam, which makes use of the canal, saves only 23 per cent. Incentive rates or rebates schemes can tempt these into using the canal.

Low prices for bunker fuel mean that freighters and tankers from Asia can steam around the Cape at slower speeds and save money. Moreover, the SCA must operate in SDRs, and has been losing out because of the progressive decline of the US dollar. If the dollar gets weaker, then a ship which contracted for \$100,000 will actually be paying \$110,000-\$115,000, depending on the devaluation of the dollar.

A further worry for the SCA is the possible resumption or expansion of the Tipline. Tipline is severely under-used. It is taking 50,000 b/d of Egyptian crude. Total Israeli domestic consumption is about 200,000 b/d.

"At present this line is being used only for local consumption," Mr Adel says, "but there are studies being done to link this line with others or to build a new one. If this happens, it will cause problems for both the SCA and for Sumed."

Dr Nazih obliquely concurs: "So far we have no problem with the Israeli pipeline. Their economy has to grow a lot before they are competing with us."

It is too soon to say how Sumed and the SCA will respond to the possibility of Qatar, and perhaps Iran, wanting to pipe their gas through to a Mediterranean terminal. A multi-national natural gas consortium similar to Sumed's for crude is one possibility - if the potential Arab shareholders ever reach agreement on structure and pricing. Mr Adel said in the same interview with *Al-Ahram* on April 3: "If Qatar extends a gas pipeline to Israel for the latter's domestic use, then fine; but if this pipeline for Israel is to export gas to Europe, then this is hitting below the belt as far as the Suez Canal is concerned."

Mark Nicholson reports heady news in the hydrocarbons sector

'About to enter a gas era'

It would have sounded unlikely even a year ago, but in the past few months oil ministry officials have begun talking cautiously about Egypt becoming a gas exporting nation by the end of the decade.

There has been much excited talk - most loudly from Israel - about gas pipelines feeding Egyptian gas to its neighbour, which is already the biggest single consumer of Egypt's crude oil exports. It remains early days for all this yet. But Egyptian officials believe they have reasons to be cheerful.

The cause is a sudden flash of good gas finds which led Mr Hamdi al-Banbi, Egypt's petroleum minister, to raise earlier this year, almost at a stroke, the official figure for Egypt's gas reserves from 12.5 trillion (million million) standard cubic feet to 21 trillion.

Moreover, after further recent finds, particularly offshore in the Mediterranean, and the recent allocation of new and potentially gas-prone concessions, ministry officials are confident that this official reserve figure could double again.

"You can say that Egypt is about to enter a gas era," says Mr Wafik Meshref, the state petroleum company's vice chairman for agreements.

All this is heady news for a hydrocarbon sector which previously had offered little to cheer about. Egypt's oil industry, for instance, continues to pump at about its capacity of 900,000 barrels a day (b/d). Oil executives say they are doing better than they expected at prolonging the life of mature fields, but tend to rule out the prospect of big new oil finds. According to many in the industry, given present trends, significant crude production looks commercially sustainable in Egypt for little more than a decade.

The oil ministry is doing what it can to squeeze life into the oil sector. Under Mr al-Banbi, the government has increased the flexibility and terms of production sharing agreements with foreign oil companies, offered bigger concessions and kept up a rolling series of bid rounds.

The present round, launched in January and scheduled to close at the end of September, offers tracts in North Sinai, West Ismailia, Beni Suef basin, Abu Aradih and Sidi Barrani, near the Libyan border. All but the last of these are considered more likely to be oil than gas prone.

Some oil executives in Cairo say there are "initially encouraging" results from the application of 3-D seismic tests beneath the hitherto opaque salt layers under the Gulf of Suez, the source of most of Egypt's crude. But such promising avenues are few.

Most people in the industry argue that with greater prizes available in Central Asia, Latin America and elsewhere, the continued attraction of Egypt for oil exploration alone will depend critically on yet further improvements in the terms of production sharing agreements.

Gas, therefore, appears to be Egypt's best bet.

According to Mr Meshref, most of the concessions awarded in the preceding bid round, which formally closed last December, are either known to have gas or seem to be gas prone.

For the past several years, gas has been replacing fuel oil in the country's power stations

to be gas prone. Of the five areas awarded, British Gas and Shell won the shallow Mediterranean Rosetta bloc; BG and Edison the deepwater West Delta, International Egyptian Oil Company (IEOC), the Agip arm; and Amoco the Rasal-Bar bloc in the eastern Mediterranean. (IEOC looks as if it may win the operating agreement for the deepwater East Delta tract.)

Any real talk of prospective exports will hang crucially on the results of drilling in these concessions.

But according to one of the foreign companies involved: "There is already enough encouragement, from what we see out there, to be talking about possible exports eventually."

At present, Egypt is in no position to sell gas. For the past several years the country has been engaged in a long term policy of replacing fuel oil with gas in the country's power stations, essentially to release further crude for export. The country presently has about 170,000 b/d available for export, and crude sales last year earned \$2.13bn, according to Mr al-Banbi, making it one of Egypt's main hard currency earners.

By the end of this year some 75 per cent of the country's power stations will have

been converted to gas, according to ministry officials, consuming roughly 64 per cent of the country's gas output. This stands presently at around 1.2m cu ft daily.

The remainder of Egypt's gas supplies the local fertiliser industry (15 per cent of the total), other industries and household consumers (a mere 1 per cent).

But with domestic gas consumption rising by about 14-15 per cent a year, and at least three new gas fuelled power stations planned, provable gas reserves will have to rise well above present levels before export plans can go much beyond their present early discussions.

Nevertheless these have taken place - particularly with Israel. Egyptian officials, however, are reluctant to say anything in public (or much even in private) about these talks, beyond confirming that Mr al-Banbi has discussed possible long-term export prospects. Several foreign companies are also known to be examining the possibility of an export pipeline, notably ENI, the Italian group, which has held discussions on a link from Port Said into Gaza with a capacity of about 200m cu ft a day and a possible construction cost of \$800m.

Bankers in Cairo say that other proposals are being discussed but, given the continued political sensitivity of deals with the Jewish state, remain for now "a bit hush hush," as one banker put it.

Israel and perhaps also Jordan would be a natural market, given the geography of Egypt's present and likely gas finds. Of present reserves, 28.5 per cent lie in the Mediterranean, 14 per cent in the Nile Delta and 16.8 per cent in the Gulf of Suez, with the remainder in the Western Desert. Further big finds in the Mediterranean and Delta would give real impetus to an Israeli pipeline deal.

Nevertheless, Egyptian officials say cautiously that they require more detailed data on the size of a prospective Israeli market for their gas before talks with the Israelis can go much further. Moreover, the ministry is also studying Turkey as a prospective market and, possibly, Italy. For the latter, however, exports would almost certainly be feasible only through an LNG scheme, for which Egyptian officials say they would need a minimum of 5t cu ft of gas available for export.

The Social Fund was set up after the IMF agreement

Safety net does its best

Egypt's \$613m Social Fund for Development, backed by the World Bank and 16 other donors, was designed as a safety net to counter hardship caused by a structural adjustment programme imposed after an agreement with the International Monetary Fund.

Twenty per cent of the country's population is unemployed. Many are graduates with serious expectations and a high susceptibility to the Islamic fundamentalists whose recruiting ground they have become. At least another 20 per cent is under-employed and a further 20-25 per cent eke out some sort of existence beneath the poverty line.

If Egypt is to keep pace with a population growth of 2.3 per cent a year (as reported in the 1992 Egypt Demographic and Health Survey), it needs to create 600,000 jobs a year for things to stay as they are.

The IMF programme, removing \$10bn worth of subsidies on most goods (with the exception of the potentially explosive bread price) and services, began to bite in 1991. The programme followed successful fiscal adjustment and foresaw large scale privatisation and a wider shakeout in the public sector. Very little privatisation has taken place and there has been almost nothing in the way of public sector redundancies leading to "employment retraining and adjustment" - the fund's priority.

Established three years ago, it was first seen as independent from the government. Targeted at Gulf War returnees, laid-off workers, women and children, it came in for some early criticism because of alleged political pressure on its allocation process. Eight of the 17 board members were cabinet ministers who, critics claimed, behaved like lobbyists for their own ministries.

Apart from the difficulties of recruiting suitably trained people, establishing reporting systems, identifying projects, and satisfying the specifications of 17 different donors, every decision had to be cleared by the board. Disbursement was extremely slow.

Administrative infighting led to the resignation in early 1992 of Mr Hamid Mubarak, the then managing director and the president's cousin. Mr Hussein el-Gamal, who succeeded him, has tried to improve the fund's image and streamline its decision making. An executive committee of seven - four ministers and three businessmen - was established. The spending of sums over \$10m requires the imprimatur of the World Bank, which retains a resident officer to monitor the fund. But sums up to \$1.5m can be authorised by Mr el-Gamal on his own, and the committee. Of the \$638m invested, most of it over the last 18

months, by far the largest amount - \$228m - has gone into the enterprise development element of the nominally six-pronged scheme. No-one denies that the main beneficiaries have been unemployed, politically dangerous graduates, who suffer up to 85 per cent unemployment in sensitive parts of the country such as Assiut, traditionally the stronghold of the Moslem Brotherhood.

"The poor will always find some sort of employment, even begging," says Ms Thea Christiansen, an official at the United Nations Development Fund which has established the fund's basic channels. "Unemployed graduates are not in their situation because of structural adjustment. The government job guarantee system disappeared long ago, and because they are a political threat, the government wants to provide some alternative to the fundamentalists."

Islamic militants have already found a political voice through the professional unions which, in the past, ensured jobs for life. Part of the fund's function is to change the attitudes of graduates whose employment in the public sector once gained them not just security of work and a pension at the end of it, but enormous status.

In place of what was once the safe option, graduates - mostly graduates of technical colleges - are being persuaded to join credit schemes to establish small businesses in their home areas. Cheap loans supplied through local banks by the Arab Fund, Kuwait and the United Arab Emirates are the most popular.

Local support groups - the 8,000 effective non-government organisations - are responsible for the loans if the beneficiaries fail, but so far the maximum business failure rate has been 7 per cent.

"There are risks to credit schemes everywhere," says Ms Amari Abou Zeid, senior officer at the fund's projects and planning unit. "A 10 to 15 per cent failure rate would still be considered successful."

The credit scheme is estimated to have benefited 385,000 people and created 77,771 permanent jobs. Cattle raising enterprises seem the most popular. Otherwise small sewing businesses are the most talked about, but they have been part of the government's productive family programme for a number of years. That is not to say that the truly poor have been entirely neglected. Almost \$273m has been spent on public works such as irrigation, River Nile protection schemes, provision of potable water and

rural road improvements.

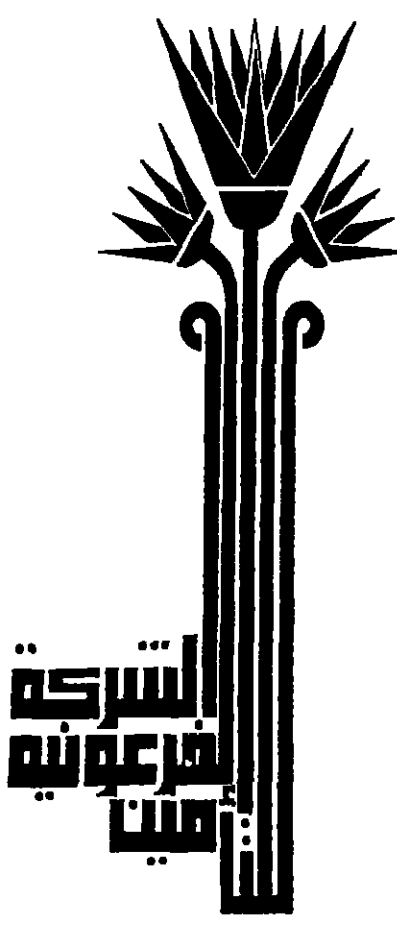
The community development element of the fund, aimed at eradicating illiteracy (perhaps Egypt's most fundamental difficulty, along with population growth), providing village pumps and a modicum of health care, has accounted for \$2.7m. Only \$210m has been devoted to employment retraining, for which there has been little demand as yet. Technical assistance accounts for another \$210m, largely devoted to strengthening the non government organisations which perform a crucial role at the sharp end of most schemes.

The social fund, based on a much less ambitious project in Bolivia in the 1980s, has had some serious and sometimes unfair criticism. It employs only 120 staff, including those in 12 regional offices. They present their accounts once every 15 days. Everything is strictly accounted for. They feel that the local press and some politicians have raised unreasonable expectations. "We are here to alleviate, not to eradicate problems," says Ms Abu Zeid.

If a safety net is not in place, as Egypt goes through the pain of adjustment, it will not be for want of the social fund's best - if belated - efforts.

Stephanie Gray

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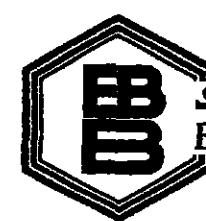
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EGYPT VII

Robin Allen takes a look at Alexandria's entrepreneurial flair

Vivid history underfoot

The city of Alexandria is restaking its claim to be recognised as a business centre of primary importance - particularly for the private sector - after years of playing second fiddle to Cairo.

Its business community never deserved the position of relative obscurity which has dogged it for the last 35 years, since the late President Nasser's brand of socialism, which meant wholesale nationalisation, effectively choked off the entrepreneurial flair of Alexandria's people.

It has the largest port in Africa, capable of handling the biggest containers. Through this passes 80 per cent of Egypt's foreign trade. Winds blowing year round from the Mediterranean ensure pollution-free air - a great relief after Cairo. Alexandria has good road and rail connections to Cairo and the Canal Zone.

A 1,000-acre free-zone at Anyria, 25 kms south-west of Alexandria on the road to the new city of Borg El-Arab, offers 10-year renewable tax holidays to investors. Five-year

Sooner or later - probably later - Alexandria will get the airport it deserves

tax holidays are also on offer to investors in some areas on-shore.

Alexandria should have an international airport worthy of the name, but the air force is reported to be reluctant to give up any of its military facilities to more profitable commercial traffic. At present, regular flights to Europe are limited to Athens and Frankfurt, and to Jeddah and Kuwait in the Middle East. Sooner or later - more likely, later, given the central government's ponderous decision-making process - Alexandria will get the airport its business community deserves.

It is a far easier city than Cairo to move around in, except in the July-August holiday season, when its population increases by 2m-3m, mostly tourists from Egypt

itself and from other Arab countries. In its latest heyday (in the 19th century and early part of the 20th), Greeks, Italians, French, Austro-Hungarians and British flocked here in their thousands to live.

That all ended in the 1950s. "We took far too long to throw you British out," says Mrs Anwar Hamdi, the government's information under-secretary for Alexandria and Lower Egypt, smiling. Now western visitors, including British, are gradually coming back in hundreds rather than thousands, drawn by the city's extraordinary historical legacy rather than by the city beaches.

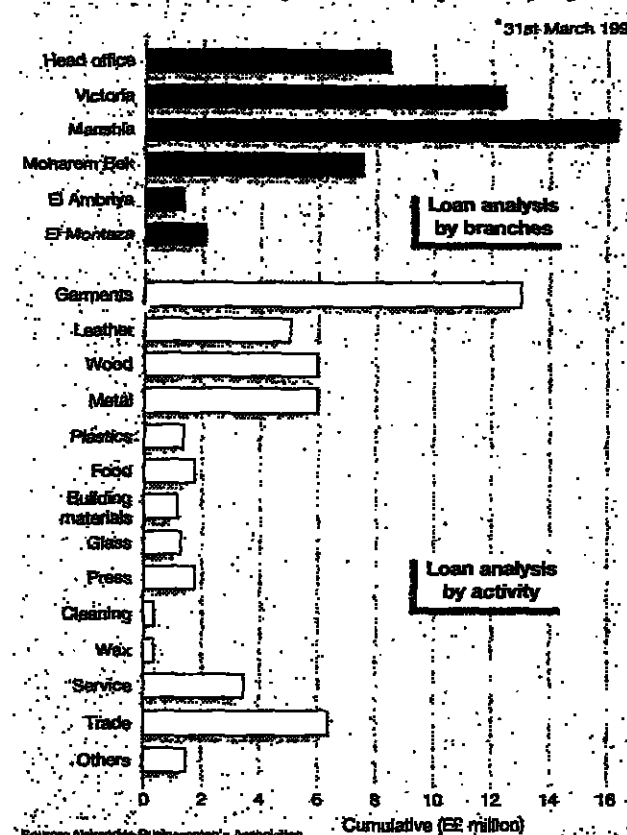
Recent sun-and-sea tourism development is the only distressing feature of the city and its coastline. For some 10 kms either side of the old city centre at Saad Zaghloul square, facing the eastern harbour, the authorities seem to have abandoned all restraint in allowing construction of hideous sea-front apartment blocks, devoid of any attempt at landscaping.

The result is one gaunt breeze-block and cement high-rise after another - a visual mixture of dilapidated war-torn Beirut, Tashkent after the 1965 earthquake and Naples ribbon development at its most shabby. Cement pillars on one side of the beach (an area several kilometres long) masquerade as beach-huts. There is neither a tree nor a flower in sight.

There is, as there has to be, an economic reason for the shattered appearance of many buildings and the lack of maintenance in many parts of the city. Since President Nasser imposed rent controls in the 1950s, no landlord has been willing to spend more than the bare essentials on upkeep. And since they sold plots to property developers, many Alexandrians are no longer as poor as they were.

In any case, this strip development is an aberration. The British regret their soul-destroying 1980s high-rise architecture; Alexandrians shrug off the mistakes of the past in favour of Mediterranean skies and making money. They do so

Small & micro enterprise development project



with a measure of success and a sense of humour.

Fifteen of the city's most prominent businessmen are also honorary consuls, and enjoy the extra status their diplomatic positions give them. This, too, does no harm when it comes to selling Alexandria abroad; they are all members not only of the official chamber of commerce, but also of the highly efficient and successful Alexandria Businessmen's Association (ABA: see article opposite).

As in the rest of Egypt, the local economy is relatively depressed. High interest rates and the government's tight monetary policy have restricted corporate growth. But several western companies have set up packaging and assembly plants, taking advantage of the local pool of cheap,

skilled labour. Braun of Germany has a joint-venture assembly plant for its electric razors; Unilever is in partnership with the local Fine Foods, packaging tea and instant foods. The owner of Fine Foods, Mr Mohamed El-Rachid, does official duties as the honorary consul for Mexico. Another prominent figure, Mr Mustafa El-Naggar, whose meat import business includes a company in Eastbourne, England, does the honours for Norway, while his nephew looks after official Danish interests.

Alexandria's business community is led by entrepreneurs whose multilingual talents reflect the cosmopolitan years of the 19th and early 20th centuries. These business leaders are less interested in grandiose plans to privatise debt-ridden

public-sector companies than in encouraging the small - and very small - companies which give Alexandria its commercial impetus. They have the advantage that Alexandria has, so far at least, been untouched by the violence of Islamic activists which has marked Cairo and upper Egypt.

Communities in Alexandria are homogeneous enough for militant outsiders (or anyone doing anything out of the ordinary) to be quickly spotted by residents themselves - even before the police, who are regarded as rather efficient, might be called in.

Visitors with a sense of history have the bonus of knowing that wherever they put their feet, they are almost certainly standing on a thousand-year-old underground tunnel or catacomb, which could date from the Ptolemaic period of Alexander the Great's successors after 330 BC. Wherever you go, well-hidden for the most part in the general clutter of buildings, are relics of the city's Ptolemaic, Byzantine, Graeco-Roman, Arab and Turkish pasts.

There are also many reminders from the last century, reflecting the regimes of Mehmet Ali and his descendants. Antique shops, 100 year-old Greek and French pastry shops and cafes (some with splendid art nouveau murals), and the faded but still resplendent Cecil Hotel are all going concerns.

But a visitor would be well advised to make sure that his feet are on solid ground. Freak accidents seem to be an important source of inspiration for local archaeologists. The best known Graeco-Roman catacombs at Kom El Shogafa were found by chance in 1900, when a donkey disappeared through the earth into an unknown shaft. In the 1980s a young woman, coming out of a cinema with her newly married husband, vanished through the pavement in the central Hurriya Street, the Bond Street of Alexandria.

More recently, an employee of the Russian consulate, nosing around a subterranean passage, is reputed to have stumbled across a crowed head inside a crystal sarcophagus in a cavern, also below Hurriya street. Neither was ever seen again. You might call it the Byzantine version of a joint venture.

The Alexandria Businessmen's Association

Quick on its feet and full of women

The Alexandria Businessmen's Association is really a misnomer, writes Robin Allen.

First, it is as much a private sector development agency as an association. Second, it has so many women members that it intends soon to rename itself the Alexandria Business Association.

ABA has six main aims: to improve understanding and promote contacts between private and public sectors; to promote trade and investment contacts with private sectors abroad; to safeguard the interests of Alexandria's private sector and evaluate macro and micro economic issues for local companies; to improve the city's economic and business climate; to improve community services for social reasons by providing new hospitals, schools and community centres and renovating those which need it; and to help the local private sector with start-up and working capital.

It is the existence and the success of these last two which mark ABA from more conventional groups.

Mr Kamel Sid Ahmed, vice-president, says that in a city such as Alexandria the bigger businessmen have to have - and want to have

Alexandria Businessmen's Association	
Small and Micro Enterprise Development projects on March 31 1994	
Total active loans	18,431,932.00 E£ (\$5,444m)
Outstanding balance	11,533,138.00 E£ (\$3,408m)
Repayment loans up to January 31 1994	98.19 per cent
Number of active loans	8,084
Total number of loans	21,669
Total number of clients	10,829
Total lent	47,786,000.00 E£

Note: US\$1=E£2.395; exchange rate at April 6 1994; source MEED Source: ABA Alexandria

- a sense of service to the community if the role of the private sector is to be understood and accepted.

Individual gifts and donations for private sector community or social organisations are tax deductible for up to only 7 per cent of a company's net profits. Donations to the public sector are 100 per cent tax deductible.

But the thrust of the ABA's efforts to the private sector is through the small and micro enterprise development projects.

ABA is a non-profit making group. But its investments in small and very small businesses are managed on commercial, free-market principles: small businesses, including simple artisan workshops, are scrutinised first for their viability. Loans have to be repaid on time and in full.

In fact, ABA acts as an investment bank to cottage industries. "Micro" is defined as a workshop employing up to five workers; "small" is between five and 15 workers. The programme is managed partly with the US Agency for International Development (USAID), which has provided \$10m for running capital for small businessmen selected by ABA.

In the last four years, ABA has disbursed E£49m (\$14.5m), and claims to have created 20,000 jobs by

increasing productivity. The prompt repayment rate, Mr Sid Ahmed says, is a healthy 98.7 per cent; there are very few delinquent borrowers, and those few are thereafter barred from any further involvement with ABA's lending programme.

Given that about 1,000 applications are processed a month, this rate says something for the efficiency of ABA's three-man evaluating team. It is something no commercial bank in Egypt - certainly no public sector bank - could possibly match.

Parallel with its loan activity, ABA has set up community centres encouraging local people to maintain Alexandria's homogeneity. It also has a research studies centre attracting speakers from all levels of government and business. The association is now discussing with USAID a proposal for a management institute* in Alexandria for middle and senior management. This could ultimately be linked to US business schools offering nine-month courses to Alexandria's younger business managers.

* All enquiries should be addressed to the Alexandria Businessmen's Association, 52 El-Horriya Avenue, Alexandria, Egypt. Tel: (03)-483-2206/2411. Fax: (03)-482-9576.

Violence has damaged earnings from tourism

The British still come

There is a tent encampment just outside Aswan, where soldiers from Cairo do seven-day stints guarding the city against the fundamentalist Gama'a Islamiyya. Its members have targeted Egypt's \$3bn tourism industry which, since 1988, has outstripped oil as the country's main source of foreign exchange.

A little further down the airport road is the construction site of a tourism catering school.

Given the effect of the militants' campaign, which has reduced arrivals from 3.2m in 1992 to 2.5m last year and income down from \$2.1bn to \$1.3bn in the same period, one might wonder why they bother with the catering school.

Both the tent encampment and the construction site represent elements of the government's campaign to crush the activists and revive an industry which employs, directly or indirectly, 5m of Egypt's 60m population and is seen as the simplest route to creating further employment quickly.

Mr Mamdouh Belagui, the tourism minister, believes that the international reaction to the deaths of at least three tourists, a bomb at the pyramids, another outside the Egyptian museum in Cairo and attacks on cruise ships and tourist buses in Upper Egypt, has been overdone - particularly by the western press - to devastating effect.

Occupancy rates in Cairo are just 63.5 per cent at best. In Aswan, where economy is 60 per cent reliant on tourism, the rates this year are just 35 per cent.

Luxor, which is almost 100 per cent reliant on the industry via tours of the Valley of the Kings, Tutankhamen's tomb and the Karnak and Luxor temples, is empty and tense with only 38 per cent occupancy... and that only

with discounts of up to 50 per cent on hotel rooms.

Rates at Hurghada and Sharm el Sheikh, the new Red Sea/Sinai resorts which cater for the sun, sea and sand market, are doing rather better: they are up to 55 per cent so far this year, against a 1993 average of 27 per cent and 43 per cent respectively.

There is little physical or political cover for the militants in the desert, so it is no surprise that the resorts escaped the militants' campaign. Moreover, tour operators have been successful in marketing Sinai as a distinct destination, breaking any association between

these resorts and the rest of Egypt.

But it is less clear why Luxor, predominantly reliant on cruise ships which now rarely ply the Nile from Cairo via Assiut, has been spared.

Apart from the government's ferocious clampdown on the fundamentalists - thousands have been rounded up and many lives have been lost among the police and suspects - one explanation is that any terrorist would be torn limb from limb if he was caught in the town by local business people who depend on the daily flows of visiting cruise passengers.

Egypt's archaeological heritage, contained primarily in Luxor, Cairo, Aswan and Abu Simbel, is where its long-term future lies.

"People only come to Egypt because it's an ancient civilisation," says Mr Adel Akladios, general manager for American Express which has a large tourism business in Cairo.

For the moment, "It has become a delay destination, but not a cancellation decision."

This is nothing new. Egypt became a serious "delay" destination after the 1985 Achille Lauro hi-jacking and riots by Cairo security police in 1986. The industry had barely recovered when it was hit by the Gulf War.



A hand-made alabaster vase is inspected at a Luxor factory. Ashley Ashwood

"It will take another one or two years before things are under control," says Mr Akladios. "Someone gets killed in Washington every five minutes but that doesn't get talked about. Tourists are targets in other countries. But Europeans have a gut fear of Islamic fundamentalism. If it's Islamic they think it's bloodthirsty. It's something they just don't understand."

He believes visitors will get used to the idea that "Egypt is no longer 100 per cent safe. They will know that all they have to do is avoid places like Assiut," the poverty stricken town which has long been the fundamentalists' stronghold.

Mr Akladios says the British have been the most sanguine and have continued to come in large numbers. "They are used to living with the IRA."

The biggest drop has been among high-spending Americans, together with Scandinavians, the French, the Germans, Italians and Spaniards. Gulf tourism, which accounts for 45 per cent of the market, has been largely maintained. Egypt has embarked on an aggressive marketing campaign - having never in the past felt the need to advertise its obvious treasures.

Burson Marsteller, the world's biggest public relations company, has been hired. Saatchi and Saatchi has also been taken on. A budget of \$42m a year has been approved for advertising and Mr Belagui, who took over from Mr Fouad Sultan last October and has considerable political clout, appears frequently on the world's television screens.

The success of this campaign is seen as crucial, not just to the fortunes of hoteliers and cruise ship operators, but to the general economy. One in 15 jobs already depends on tourism and it is seen as the best hope for creating many more.

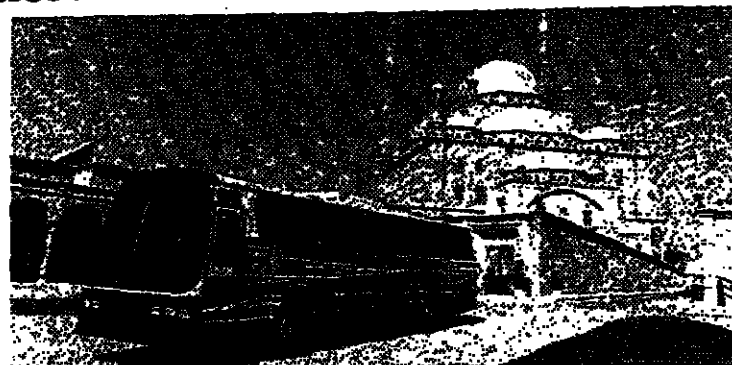
Stephanie Gray



The view from the Citadel of the Sultan Hassan and Rital mosques in Cairo. Terry Andrews



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EGYPT VIII

Stephanie Gray studies population trends

A certain hubbub around the ministry

Egypt is to host the third United Nations conference for population and development next September.

Seven thousand experts will be there - and Egypt will be flaunting its achievement of reducing growth in the birth rate, among its 61m people squeezed into only 4.5 per cent of the country's area, from 3 per cent a year in 1985 to a 1993 rate of 2.3 per cent.

A certain hubbub has been generated around the new Population Ministry, created after President Hosni Mubarak's cabinet reshuffle last October.

Egypt has made impressive gains in population control over the past 10 years, largely as a result of an effective advertising campaign.

The crude birth rate has dropped from 39.9 per 1,000 in 1985 to 29.3 per 1,000 in 1993, while the crude death rate has dropped from 9.4 per thousand in 1985 to 7.4 in 1993.

The fertility rate has fallen to an average 3.9 births per woman, from 5.3 births in 1980. About 47 per cent of couples use some form of contraception - almost twice the figure recorded six years ago.

Nearly 30 per cent of these use intra-uterine devices (IUDs) - mostly supplied by the US Agency for International Development. Thirteen per cent use the pill and the remainder use traditional methods and condoms - the least popular form of control.

(Unhappily, several years ago a consignment of condoms donated by the US found its way into the market place where they were sold as children's balloons.)

However, these gains are now levelling out. The next phase, during which the birth rate should stay the same and the death rate should drop, is going to be more difficult.

Dr Maher Mahran, the population minister, uses the analogy of going on a diet to lose weight.

"If you want to lose weight, it is easy at first. Once you have lost it, keeping the weight off is the difficult part."

Meanwhile some critics suggest that the hubbub might be *kalam fadi* - empty talk. "President Mubarak mentions population in every speech he makes but there is no clear commitment from the cabinet," says Dr Barbara Ibrahim, senior representative for the west and north Africa regions at the International Population Council.

"More than half of them do not think that population is a problem. They are products of the socialist era and see development as the best contraception. But unless they limit family size, there won't be any development," she says.



Mother and child in a Cairo back street

The issue has been "ghettoised" she claims, with the creation of the ministry.

The key to further progress lies with improvements in living standards and education - over which the ministry has no control.

The World Bank estimates that 20-25 per cent of the population lives on a total monthly income of less than \$35. Almost

Some imams have been preaching against contraception in the local mosques

one in four children under the age of five is malnourished. 36 per cent of the male population is illiterate; 48 per cent of females are illiterate.

Furthermore, attitudes among men - particularly in the rural areas of Upper Egypt - need to be altered. The latest Egypt Demographic and Health Survey shows that 40 per cent of men feel they should have the primary role in decisions about childbearing (a figure disputed by Mr Robin Lee at the Marie Stopes clinic in Shoubra, a Cairo suburb, who claims that it is more like 80 per cent). Only 27 per cent of

couples in Upper Egypt use contraception and the average number of children per household is six. In rural areas, children are still regarded as cheap labour; it is no surprise that the highest fertility rates are found where socio-economic indicators are lowest.

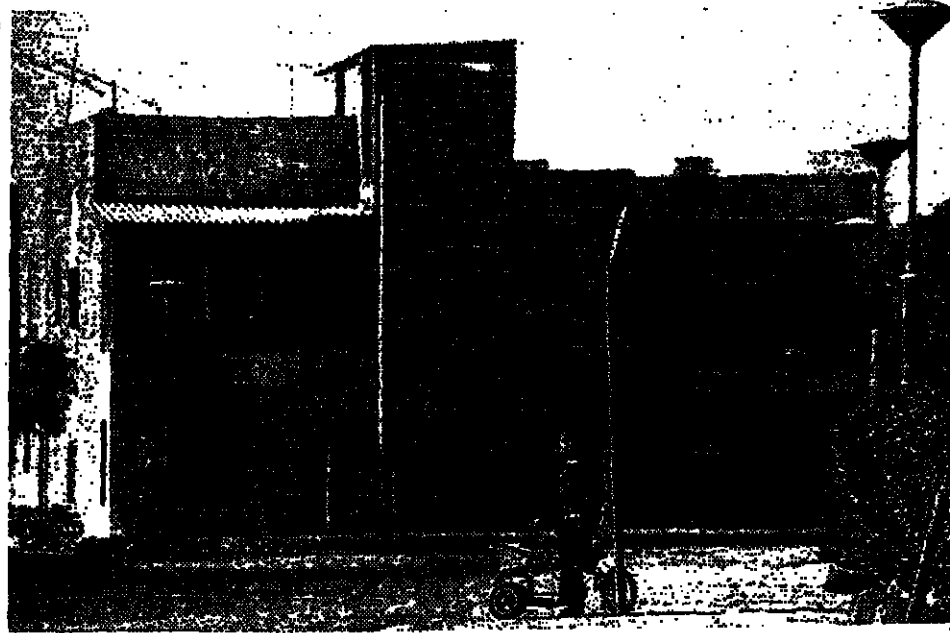
These issues are deeply entrenched. A more recent one is the rise in Islamic fundamentalism. Dr Mahran denies that this has become a serious problem. The Grand Mufti, Egypt's highest authority on Islamic jurisprudence, has declared that family planning does not contradict the teachings of Allah. But some imams have been preaching against it in the local mosques.

According to Dr Ibrahim, studies show that some doctors serving in government clinics are being recruited by Islamic militants who see family planning as a western plot. The physicians are making no more than a general protest against the government in denying contraceptive advice, she says, rather than exercising some deeply held religious conviction. "It has just become a convenient whipping boy."

More subtly, women surveyed at the Marie Stopes clinic were found to be reacting to advertising in a manner opposite from that intended. When shown two scenes, one with a woman relaxing and painting her finger nails, the other a mother of five rushing about doing the housework, they saw the harassed housewife as their preferred role model.

For these attitudes to change, the ministry needs a much larger budget than it has; Dr Mahran complains about his lack of resources.

Perhaps September's conference will give the issue sufficient prestige to ensure renewed political will to succeed.



Housing is provided for some company employees at 10th of Ramadan, a new city outside Cairo

Robin Allen investigates the 'new communities'

Plans look pretty good on paper

The scale of Egypt's population problem is awesome. By the government's own reckoning, 98 per cent of the country's 61m population live in just 4 per cent of its area - along the Nile valley and in the Delta.

But the rich farmland in the Nile Valley is fast being destroyed. From the train window going north to Alexandria or south to Luxor, it is easy to see how new breeze-block houses and signs of urban development are eroding the land on which the mass of the population depend for survival.

Many of the so-called sweet water canals are stagnant and polluted, blocked by construction as Cairo and other cities spread outwards. In some districts of Cairo, itself choked by its 12m population - four times the size of 30 years ago - the population density is now 39,000 per square kilometre.

According to the ministry of new communities, Egypt's population has risen from some 11m in 1900, to 44m in 1981, to 61m today. It will be 70m by 2000 if the growth continues at the present rate of 2.3 per cent a year. (Even if the growth rate were reduced to 2 per cent, that still means more than a million extra mouths to feed every year.)

For many years the government has had an overall plan to spread development over the country as a whole, to take pressure off the Nile Valley and the Delta. For this purpose

the country has been divided into six areas: the full length of both sides of the Suez canal; the northern coast from Alexandria westwards; the entire western desert bordered by Libya to the west and Sudan to the south; the full length of the Red Sea coast; the Sinai peninsula, and the Aswan High Dam area.

The plan looks good on paper, but it is too enormous an undertaking - with Egypt's limited funds - to meet immediate needs. For the last 15 years the emphasis has been on building new desert cities partly supported by land reclaimed for agriculture. But it is a desperate race against time.

The government well knows how urgent the demographic problem is; it symbolically acknowledged as much in last October's cabinet reshuffle, when the present ministry for new communities emerged in its own right.

The government's plan to spread the population is divided into three "generations" of new desert communities (see map). The first consists of seven new cities - with a hard core of four, where many industries have already been started in response to government incentives.

The four most advanced cities are 10th of Ramadan (named after the date in the Islamic calendar when Egypt launched the successful attack,

in October 1973, against the Israelis entrenched behind the Bar Lev line on the eastern bank of the Suez Canal), Sadat City, 6th of October city, and New Borg Al Arab.

10th of Ramadan city is about 55 kilometres east of Cairo on the road to Ismailiya and the Canal zone. Covering an area of about 48 sq km, it has a target population of 500,000 people. About 100,000 (37,000 workers and their families) are already installed. The ministry claims there are 535 factories in operation, with an annual output of about \$850m.

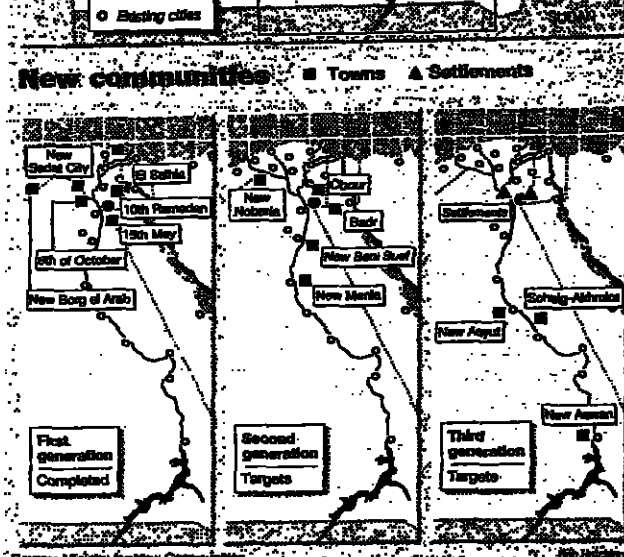
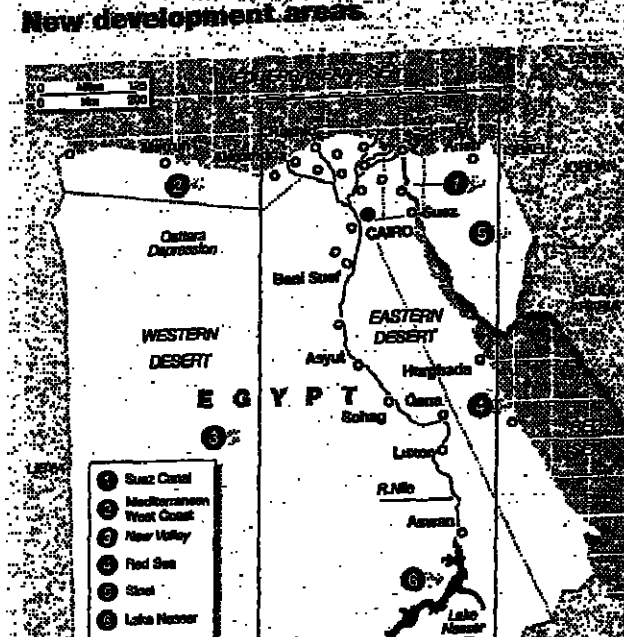
Sadat City, off the Cairo-Alexandria road, is spread over a similar area and has the same target population. Its present population is about 29,000 workers and their families. The city's 96 factories have an annual output of less than \$200m.

6th of October City is intended to be the western anchor of a new east-west growth corridor in the greater Cairo region - and to relieve growing population density away from the Pyramids Plateau, west of Cairo. It also has a target population of 500,000, but it still only has about 100,000. New Borg Al Arab, some 60 kms from Alexandria, has a similar target and actual population figures as the previous three; it has an actual annual output of some \$180m.

Established industries -



Making carpets with the aid of computers at Oriental Weavers, in 10th of Ramadan



food-processing, pharmaceutical industries, consumer durables and electronics - include many joint ventures with foreign companies which have responded to the government's offer of a 10-year tax holiday, cheap land and new infrastructure. The prospect of employment has attracted abundant skilled labour. All four cities produce about \$1.3bn worth of goods a year, exported to other Arab states.

The other three "first generation" cities are smaller in scope. 15th of May city, east of the heavy industrial area of Helwan, has a target of 250,000 inhabitants and covers an area of some 27 sq km. New Damietta, on the north coast, has a similar target population but is less advanced. New Sidi Barrani, in the eastern part of the Delta, is planned as a centre for agro-industries and service industries with a population of about 70,000.

The second generation of cities, El Obour, Badr, New Nubaria, and New Beni Suef/ New El Menya are less advanced, although construction has started. The third generation of cities is either at the detailed studies phase, or basic infrastructure is being provided.

A feature of all the established new cities is relative freedom from the air pollution which characterises Cairo, and the relative cleanliness of the streets. But - to western eyes at least, both in Sadat City three years ago and in 10th of Ramadan today - there are endemic problems of poor

maintenance and low quality public services. Landscaping is basic. Maintenance is simply shoddy. It is a question of priorities - of how much can be achieved, given Egypt's limited resources.

Up to the end of last year some \$8bn had been invested in industrial projects in the first generation cities. They employed some 170,000 people. Not the least of the problems facing their successful development is the question mark over the government's sustained willingness to appoint the right people to oversee the programme and leave them alone to get on with it.

The ministry for new communities shows all the signs of a new bureaucracy getting itself comfortably installed in a makeshift ministry building. Priority seems to have been given to the quality of the wood paneling on the upper ministerial floor and to the long lines of individual petitioners awaiting the attention of the minister, Mr Mohamed Suleiman.

Traditional Egyptian bureaucratic methods do not bode well for the future of the new cities. If a visitor to the ministry fails to spot, in the deserted lobby, the small lift reserved for direct access to the ministerial floor, he may find himself on one of the "lesser" floors, where presumed staff wander round chatting or sit reading newspapers. It would seem that real work is left to a small number of dedicated - and very harassed-looking - staff on the top floor.

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